

Gender Assessment of USAID/Philippines Strategy for 2005-2009

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with the assistance of

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Table of Contents

Executive Summary	i
Background	1
Overview of Gender and Development	1
National Framework for Promoting Women’s Status and Welfare	4
Priority Gender Issues in Philippine Society	7
Gender Issues in the Context of Poverty and Weak Economy	8
Gender Issues in the Context of Promoting Human Rights	10
Gender Issues in the Context of Politics and Governance	10
The WID Policy and Enabling Mechanisms of USAID	10
Gender Issues in the Context of USAID Strategy Objectives, 2005-2009	11
Analysis of Results Indicators	21
Recommendations to Strengthen the Integration of Gender Considerations in the Work of USAID/Philippines	21
Annexes	
A. Laws of Women-Related Concerns	24
B. Gender Statistics	30
C. Possible Gender Results Indicator	39
D. Gender Experts	41
Bibliography	70

Executive Summary

The Philippine government and many civil society groups have actively participated in efforts to achieve the country's goal of human development through gender equality/equity measures. In less than two decades, the country has succeeded to improve the status of Filipino women by adopting the Gender and Development (GAD) mainstreaming approach to develop/strengthen policies, organizational mechanisms and programs.

The USAID WID Policy also provides the framework and guidelines to ensure that country strategies, programs, projects and reporting documents explicitly involve women; identify benefits and impediments to participation; establish sex-dissaggregated data benchmarks to measure women's participation and benefits from development activities.

The gender policy guidelines coming from the USAID and the Philippine government provided the framework for the gender analysis of the proposed SOs. The recommendations resulting from the gender analysis are (a) the integration of gender issues/dimensions in each of the SOs; (b) the inclusion of appropriate gender indicators to determine whether gender issues are addresses by the SOs; and (c) the inclusion in the implementation approaches the participation of the National Commission on the Role of Filipino Women (NCRFW) and the GAD Focal Points of collaborating national agencies, LGUs and civil society groups in program development, implementation and monitoring.

Among the gender issues that may be incorporated in the SOs are the (a) low participation of women, particularly the poor and those who come from Muslim and indigenous communities, in economic and political decision making; (b) vulnerability of women and children to physical and sexual abuse during armed conflict; (c) poor involvement of men in family planning; (d) gender inequality in household/family decision-making that prevents women from using contraceptives even if these are readily available; (e) low participation of women in programs related to environmental management and infrastructure development because they are do not get involved in program planning and implementation; (f) gender biases in the curriculum and textbooks of elementary and secondary schools; (g) special attention to the educational needs of adult women in ARMM since the region has the highest rate of female illiteracy; and (h) special attention to widows in access to livelihood opportunities.

To ensure that the gender issues identified in the strategy paper would be incorporated in the program designs and plans, it is recommended that the Mission develops a gender plan of action and establish a Gender Committee. The other measures that can facilitate the gender mainstreaming process include the sex-disaggregation of baseline data and all program documents/reports, and capacity building of staff to monitor gender results.

1.0 Background

The Terms of Reference (TOR) for this gender assessment of USAID/Philippines Strategy for 2005-2009 states that the "assessment is intended to facilitate the statement of appropriate gender equity goals for the Mission, provide preliminary guidance or language on incorporating gender into the USAID/Philippines Strategic Plan." The work also involves the drafting of a gender action plan "that grows out of the current Strategy and informs the new one."

The specific requirements for the gender assessment are as follows:

- Review of the Mission's present and proposed strategic frameworks, results framework, and program portfolio to assess the extent of attention given to gender and to identify key- gender-based constraints; assess potential gender and other issues in a future portfolio and/or strategic framework;
- Identify possible entry points for the incorporation of gender and other considerations in carryover activities and potential new programs for the new strategy;
- Identify resources and sources of sex-disaggregated (and possibly other variables as appropriate e.g. age, income and ethnicity) and for developing gender-appropriate indicators;
- Identify local expertise on gender (e.g. NGOs, academics, research institutions, government ministries) that can be called on to provide in-depth technical assistance.

The observations, conclusions and recommendations in this report were drawn from a gender analysis of pertinent literature and documents primarily of USAID/Philippines. These include, among others, the Strategy Concept Paper (2005-2009), previous strategy papers, results framework, annual reports, evaluation reports and program/project documents. The desk review was supplemented by interviews and focus discussions with SO teams and other USAID/Philippines staff involved in developing the strategy plan and in monitoring projects. Data on the gender mainstreaming effort of government came mainly from the National Commission on the Role of Filipino Women and multilateral organizations.

2.0 Overview of Gender and Development (GAD) Work in the Philippines

The Philippines is one of the countries in Asia that have tried to vigorously fulfill their commitments to implement the action plans of the Women's World Conferences in Nairobi (1985) and Beijing (1995). In less than two decades, it succeeded to pass and amend laws, develop programs and install enabling mechanisms to promote one of the government's human development goals which is gender equality. These efforts were made possible through the active organizing, capacity building and lobbying efforts of the women's movement whose members come from civil society, academe and government.

The Philippine Constitution was amended in 1987 after the successful termination, through "people's power", of the twenty years of martial rule, to pave the way for more participatory politics and governance. The Constitution recognizes the equality between men and women, and the right of marginalized groups, particularly the poor to development and quality life.

Towards the end of the eighties, the Philippines embarked on the tedious process of integrating the gender and development (GAD) approach into development plans, programs as well as organizational structures and policies. The Philippine Development Plan for Women (PDPW) was adopted as a companion document of the Medium-term Philippine Development Plan (MTPDP) for the same period. The national machinery for women, the National Commission on the Role of Filipino Women (NCRFW) was reorganized and its various programs were strengthened to ensure that the GAD mainstreaming efforts were carried out effectively. Inasmuch as the thrusts of the MTPDP were to reduce poverty, promote social equity and justice, and attain sustainable economic growth, the PDPW focuses on the gender gaps in access to income and employment, health care services, and decision-making.

In the 1990's the NCRFW mobilized the different government agencies and non-government organizations (NGO's) to suggest strategic measures to respond to the structural causes of gender biases and inequality. This resulted in the preparation and adoption of the Philippine Plan for Gender-Responsive Development (PPDG), 1992-2025 a 30 year blueprint for engendering the programs of government in agriculture and industry, health and social welfare, science and technology, education, labor, finance and local governance. In keeping with the commitments to the Beijing Platform for Action (BPA) and related international covenants, the present administration (2001-2004) prepared an operational plan, the Framework Plan for Women (FPW), with the results-focused actions on three of the 12 areas concerns of BPA: (a) promotions of women's economic empowerment; (b) protection and fulfillment of women's human rights; and (c) promotion of gender-responsive governance (NCRFW 2001).

To ensure that the desired results of the gender plans are achieved, the government and various women's groups have prepared and widely disseminated analytical tools and guidelines for gender analysis, planning and monitoring. The NCRFW with the assistance of academic institutions and NGOs uses these materials to conduct gender awareness seminars, skills training and technical assistance to ensure the effective implementation of the GAD mainstreaming strategy. The key elements of the GAD mainstreaming strategy are **(a) sex-disaggregation of reports and data; (b) skills in gender analysis, planning and monitoring; (c) presence of enabling structures and mechanisms (e.g. creation of Gender Focal Point, a Technical Working Group for Gender, and/or a gender advisor); and (d) resource allocation (e.g. GAD budget).**

The Philippines is one of the few countries in the world that has adopted a policy (GAD Budget Policy, 1995) that requires all government agencies to set aside at least 5 percent of their funds to achieve the objectives of their respective gender plans.

The other groundbreaking effort of the Philippines is the repeal and passage of laws to ensure the better protection of women against economic, cultural and political forms of discrimination. Among these groundbreaking pieces of legislation are the Anti-Violence Against Women and Children Act (RA 9262), the law against trafficking in person (RA 9208) and RA 8353, the law expanding the definition of rape. There are also legislative guidelines now that give special attention to solo parents, to victims of abuse through the establishment of family courts all over the country and to poor families who are refused hospital care due to lack of financial means (Annex A).

The Women in Development and Nation Building Act of 1992 (RA 7192) is an important piece of legislation because it sets the parameters for implementing the Constitutional provision to ensure the fundamental equality between women and men. The act grants women, regardless of marital status, full legal capacity to act and enter into contracts, the capacity to obtain loans and participate in economic production. It grants them equal access to membership in all social and civic clubs, as well as the right of admission into military schools. The law also requires that substantial part of foreign assistance funds be used to support programs and activities for women.

Box 1: Pertinent Provisions of RA 7192

Republic Act No. 7192. An Act Promoting the Integration of Women as Full and Equal Partners of Men in Development and Nation Building and for Other Purposes

Section 2 (1). A substantial portion of official development assistance funds received from foreign government and multilateral agencies and organizations shall be set aside and utilized by the agencies concerned to support programs and activities for women.

Implementing Rules and Regulation (IRR). For Section 2,3 and 4 of RA 7192

Section 6.2. Resource Mobilization for Gender Concerns and Women's Activities

The line/implementing agencies shall ensure that in the first year of implementation (1993), at least five percent of funds received from foreign governments and multilateral agencies/organizations are in support of programs/projects that mainstream/include gender concerns in development. In the subsequent years, this shall be increased from five percent to 10-30 percent as the various line/implementing agencies and the LGUs shall have increased opportunities to incorporate gender concerns in their on-going and new programs and projects.

The spirited efforts to address the serious gender issues in the country have bore many fruits. Crisis counseling services, temporary shelters, one-stop shop medico-legal facilities and women's desk in police stations presently serve the needs of victims of physical, emotional and sexual abuse. Both government and the NGOs have also stepped up their work to improve the access of poor women to credit and income (e.g. through

micro-finance and micro-enterprise programs), medical and health services (e.g. primary health care, health and social insurance schemes, day care centers); and to decision-making positions, through capacity building measures and affirmative actions policies.

3.0 National Framework for Promoting Women's Status and Welfare

The Philippine government through the NCRFW and various line and sub-national agencies, has adopted the Gender and Development (GAD) approach to improve the economic, political and social conditions particularly of poor and indigenous women.

Gender and Development (GAD) is a perspective of development that is not concerned with women per se but with the assignment of gender roles, responsibilities and expectations. It analyzes the nature of women's contribution within the context of work done both inside and outside the household. It focuses on the social, economic, political and cultural forces that determine how women and men participate and control the resources of, and benefit from development (NCRFW,2002a:6).

The GAD approach recognizes that women's inability to participate as actively as men in development work and the lack of recognition of their many economic and social roles are rooted in the manner societies have muted their voices and failed to valorize their experiences. In short, their needs and interests are often not seriously considered in the design and implementation of development plans.

But women's needs and interests are many and diverse. These needs vary according to social class, age and ethnic factors. They are also influenced by everyday experiences and engagement with social structures and arrangements (e.g. gender relations), and dominant worldviews. Development work must, therefore, account for these diversities.

The GAD approach considers women as change agents, not as passive recipients of development. It stresses the need for changes not only in their personal capacities as female workers, community residents, mothers, citizens, and others, but also in transforming gender relations. But the most critical aspect of the approach is to analyze the nature and effects of gender relations on women's capacity to improve their life situation.

The Constitutional provision to respect, protect and promote the equality between Filipino women and men has been defined to mean "that there is no sex-based discrimination in the allocation of resources and benefits or access to services, and that both women and men have equal opportunity to realize their full potential to contribute to and benefit from development" (NCRFW, 2002:7). The NCRFW pursues the gender equality goal through **gender equity**, "in which certain interventions are employed to compensate for the historical and social disadvantages suffered by women, thereby leveling the playing field for the sexes" (NCRFW, 2002:7). Where there are serious gender gaps in access to benefits, incomes and opportunities, for example, it is important

for a development program to address the sources or causes of the gender gaps, before all partners, males and females alike, can meaningfully participate in program activities.

Gender equity as an approach to development is expressed through the Gender Equality and Women's Empowerment Framework (GEWEF) of the current administration's Framework Plan for Women, 2000-2004. The disparities or gaps in the status of women vis-à-vis men can be assessed along several levels of empowerment namely at the level of welfare, access, conscientization, participation and control.

Box 2: Levels of Gender Equality and Women's Empowerment

Welfare: This level of empowerment requires narrowing the gender gap in human development between the sexes. It requires attention to health, nutrition and other basic needs for women to be able to move to higher levels of empowerment.

Access: This entails providing women access to knowledge, skills and resources that can capacitate them to be active agents of their individual and collective development;

Conscientization: At this level of empowerment, women are aware and willing to respond to the structural and systemic causes of gender bias and inequality.

Participation: A good measure of gender equality and women's empowerment is when women are able to participate meaningfully in decision making. They are able decisively influence the contents and implementation of policies and programs.

Control: This is the highest level of empowerment and it is reflected in the ability of women to influence events and their collective interests as women.

(Source: UNICEF Training Manual, 1994; NCRFW, 2001)

Gender mainstreaming is the process adopted by government and civil society groups to integrate gender concerns into their policies, structures, plans and programs. The process consists of (a) gender analysis of the impediments or barriers to male and female participation in development; gender analysis of the forms, manifestations and causes of gender issues; (b) integration of specific gender objectives and strategies to address the gender issues/concerns behind a particular development issue; and (c) development of gender indicators for monitoring and evaluation. Gender Issues are problems that stem from the way women and men have been socially constructed; they are commonly shared experiences and are therefore, brought about by structural/societal causes; and are recognized as undesirable and unjust.

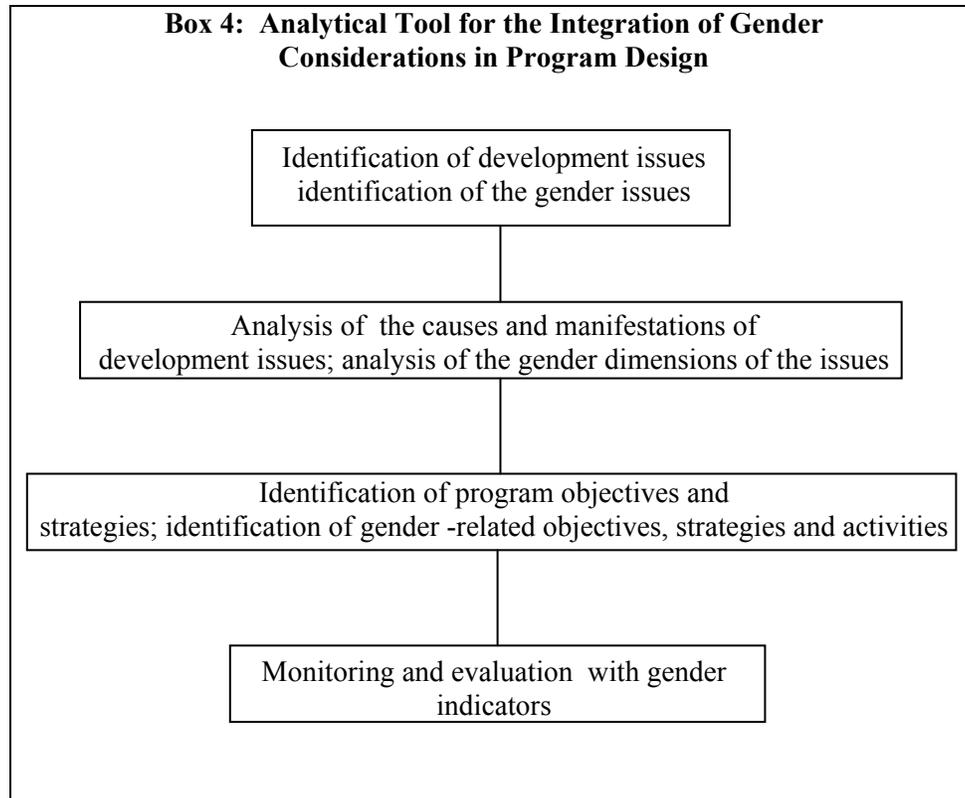
Box 3: What is Gender Analysis?

Gender Analysis is a tool to identify the status, roles and responsibilities of women and men in society as well as their access to and control of resources, benefits and opportunities. It compares the relative advantages and disadvantages faced by women and men in the various spheres of life, such as the family, the workplace, the community and the political system. It is also a set of standards used to determine the gender impact of programs and policies. Through gender analysis, one can see clearly

- whether women and men have equal or equitable access to, control over the utilization of resources.
- the nature and extent of the gender division of labor, the position of women and men in society, and the conditions that places them there.
- the participation of women and men in decision making at all levels and across all development aspects affecting their lives (economic, socio-cultural, political, environmental).

(Source: Guidebook in Using Statistics for Gender-Responsive Local Development Planning. NCRFW, 2002:7)

One of the mechanisms for gender mainstreaming is the presence of a GAD Focal Point in all government offices from the national down to the village level. This is a committee headed no less than the second highest official a department or LGU and is composed of representatives of various functional units (e.g. planning office, administration, research unit and others). The main function of the GAD Focal Point is to oversee the gender mainstreaming process -- the gender analysis of development situation, the preparation of a gender plan, the allocation of the GAD budget and the monitoring of programs and projects. This group is usually supported by another group called the Technical Working Group for Gender (TWGD-Gender) whose main task is to provide assistance in the preparation of the gender plan and monitoring of outputs and results.



4.0 Priority Gender Issues in Philippine Society

Despite the aforementioned successes in promoting gender equality, serious gender issues persist in the country. Patriarchal beliefs and practices, rigid structures of class and ethnic inequality, and the many destabilizing effects of armed conflict and criminality, continue to slow down economic progress and political stability.

The country could hardly improve its standing in the Human Development Index (HDI) of UNDP. The rate of economic and social development has been rather slow compared to other countries, especially when the Philippines is compared to its neighbors in Southeast Asia. The country ranked 100th out of 174 countries in 1995, 98th out of 175 countries in 1997; it ranked 70th out of 162 countries in 2001 and then went down again to the 85th rank, out of 175 countries in 2003. In the Gender and Empowerment Measure (GEM) the Philippines seems to fair better. Nonetheless, it can still improve its standing. In 1995, the Philippines ranked 28th out of 116 countries. However, the country went down to 46th out of 64 countries in 2001 and 35th out of 70 countries in 2003. The Philippines scored 8 out of 10 in protection of civil liberties and press freedom (NCRFW 2004).

Table 1: Gender Development Indices		
REGION	GDI	HDI
NCR	0.449	0.925
I - Ilocos	0.230	0.630
II - Cagayan Valley	0.231	0.640
III - Central Luzon	0.271	0.709
IV - Southern Tagalog	0.283	0.714
V - Bicol	0.193	0.570
VI - Western Visayas	0.207	0.594
VII - Central Visayas	0.201	0.580
VIII - Eastern Visayas	0.182	0.538
IX - Western Mindanao	0.104	0.524
X - Northern Mindanao	0.195	0.0578
XI - Southern Mindanao	0.239	0.621
XII - Central Mindanao	0.157	0.556

Source: 1997 Philippine Human Development Report. The Gender-related development index (GDI) is a composite index measuring average achievement in the three basic dimensions captured in the HDI -- a long and healthy life, knowledge and a decent standard of living (i.e. health, income distribution, education) -- adjusted to account for inequalities between men and women.

The table above shows the gaps in quality of life across the different regions of the country. The National Capital Region has the highest scores for the HDI and GDI while the regions in Mindanao have the lowest scores. When the HDI was adjusted to account for inequalities between men and women, then the average score for achievement in health, education and income went down. What the data imply is that gender issues affect the capacity of women to access opportunities and benefits from development interventions

4.1 Gender issues in the context of poverty and a weak economy. Several gender issues and concerns were identified by the various government agencies and civil society groups during the consultation meetings held for the preparation of the Framework Plan for Women in 2000. These include the following:

- Multiple burden. Because of the slow economic progress and persistence of poverty in the country, many women have entered both the formal and informal sectors of the labor force. In fact, others have chosen to work overseas, leaving their families behind. In 2000, women already constituted nearly two thirds of all departing workers. However, the male share of domestic work and child care has not increased accordingly, resulting to longer hours of work and heavier responsibilities of women.
- Gender disparities in access to income, employment, capital and high-value technology. Despite the significant rise in proportion of women who have entered the

labor force in recent years, and their high participation in secondary and tertiary education, they still lag behind men in entering higher-paying and more regular jobs. More than half of all employed women were in the informal sector doing home-based work, vending and retailing, laundry work, domestic service and animal and vegetable-raising, among others" (Ofreneo 2001 in NCRFW, 2001:13). Work in the informal sector is characterized as hazardous, unprotected and most unregulated where workers have no access to amenities and support systems.

Box 5: The GAD Agenda of the Arroyo Administration

The Arroyo administration has recently produced a 12-point agenda to improve the status and welfare of Filipino women. These are the following:

- Support the strict implementation of the Anti-Rape Law, the Anti-Sexual Harassment Act, the Anti Trafficking in Persons Act, and the Anti-Domestic Violence Act;
- Strengthen the government machinery for gender and development (GAD) by urgent action on the bill that seeks to upgrade the National Commission on the Role of Filipino Women to Cabinet level; enforce the strict implementation of the minimum five percent GAD budget in the General Appropriations Act in the national and local government; work for the full implementation of women representation in the local legislative bodies as provided by the Local Government Code;
- Ensure greater and more significant role of women's participation in government, in the executive and legislative branches, in appointive and elective positions;
- Protect the rights of women OFWs by amending the Migrant Workers' Act (RA 8042), instituting reintegration programs and adequate on-site services for them;
- Promote responsible parenthood by ensuring that parents make well-informed decisions in terms of family planning methods, women's and children's health and the economic and environmental impact of the family and the country;
- Protect indigenous and Muslim women by upholding their rights to ancestral domain and to self-determination by amending the Mining Act and the Indigenous People's Rights Act;
- Establish education programs that foster a culture of peace and justice, stress tolerance and unity in diversity and equality in gender relationships; implement the comprehensive **Mindanao Education Program which includes the scholarships for Muslim and indigenous women; accelerate the literacy of Muslim and indigenous women**; revise the Department of Education and CHED approved textbooks especially history to reflect the contribution of Muslim and indigenous people and women in nation-building.
- Protect women in armed conflict situation; find immediate solutions to the needs of these women and their families; pursue peace efforts and greater participation of women in negotiations and conflict resolution;
- Promote economic self-sufficiency through micro-finance or lending to poor women using principles proven successful in terms of repayment of loans, savings mobilization, attitude change and borrowing habits;
- Adopt a pro-people land use and sea use maritime policy and the provision of land and fishing rights for women farmers and fishers, respectively;
- Support bills that protect the environment through energy and water preservation and management and proper waste management; and
- Intensify the campaign against illegal drugs which have devastated lives of countless young women and men and their families.

4.2 Gender issues in the context of promoting human rights. The priority concerns under this area are as follows:

- Poor access to and utilization of basic services especially of poor and indigenous women. Although the health conditions of Filipino women have been improving through the years, the rates of maternal mortality, unwanted pregnancy and malnutrition among pregnant and lactating mothers are higher compared to other developing countries in Asia. Access to reproductive health services, beyond family planning, has to be more widely available.
- Gender bias in the delivery of justice and law enforcement. While there has been significant progress in raising public awareness about the pervasiveness of domestic violence in the country and in establishing counseling and shelter facilities for victims, there are serious problems in the processing of cases once they reach the courts. Many women are not able to seek justice for the crimes committed against them because of tedious litigation procedures and anti-victim attitudes of court personnel.
- Inadequate legislative measures to protect and promote the human rights of women and girls. Among the legislative measures that have to be passed as soon as possible are those that will ensure women's right of access to reproductive health information, technology, care and legal protection of women and children in case of the breakdown of married relations.

4.2 Gender issues in the context of politics and governance. One of the most serious gender issues in the country is the very wide gap in participation rates of men and women in decision making. Although Filipino women had claimed the right of suffrage and the right to stand for election as early as 1939, very few (i.e. an annual average of ten percent of all elective posts) had been able to assume political and governance roles. Across the different elective positions in government, only 8-20 percent are women. The leadership of the organizations of farmers, fishers, workers and indigenous peoples continues to be male dominated. Some of the manifestations of gender bias in politics and governance include the:

- Persistence of sexist beliefs and practices that make it very difficult for women to get elected into office and perform their work effectively;
- Lack of support for women who wish to assume leadership roles in the community;

5.0 The WID Policy and Enabling Mechanisms of USAID

The policy guideline for the integration of gender concerns in USAID/Philippines bilateral assistance is in the WID Policy of 1982. It stresses that an inadequate understanding of men's and women's roles in societies – and their unequal access to and control of resources – may lead to inappropriate project design and implementation and “diminished returns on investment.” The WID Policy therefore mandates that country strategies, program, projects and reporting documents explicitly involve women; identify

benefits and impediments to participation; establish sex-disaggregated benchmarks to measure women's participation and benefits from development activities.

The USAID gender policy echoes the Philippine government's development goal of promoting women's participation in nation building.

In 1996, the USAID prepared a Gender Action Plan that included measures to strengthen the capacity of Missions to integrate the Gender and Development principles into their systems, policies and programs. To achieve lasting results, the Gender Plan focused on the following concerns:

- "...to strengthen democratic institutions, (USAID) must always consider the obstacles that women face as they attempt to gain access to their own political and legal systems;
- ...to improve incomes (USAID) must regularly consider whether the new earning will be controlled by mothers -- who research has found -- who are more likely than fathers to spend it on children's nutrition; and
- USAID's credit services and training programs must always make sure that office hours and course schedules take into account the different time constraints that men and women face" (Statement by J. Brian Atwood, 1996).

Among the key measures adopted to respond to the aforementioned gender concerns were:

- Provision of guidance "concerning the critical need to address gender issues in development" to the staff and committees that would rate the performance of both civil service and foreign service personnel and to the boards that would select foreign service personnel for promotion;
- USAID competitive assistance guidelines would include a requirement that applicants for assistance demonstrate their ability to address gender/WID issues;
- A methodology would be developed for including a technical requirement regarding gender issues in statements of work for RFPs;
- **Indicators of program impact on the social and economic status of women would be included in the "menu" of indicators;**
- **The Agency Strategic Framework would be supported by sex disaggregated results indicators and the collection and analysis of sex disaggregated data, as appropriate** (USAID Genderf Plan of Action: Additional Measures, June 12, 1996).

6.0 Gender Issues in the Context of USAID Strategy Objectives, 2005-2009

The proposed USAID/Philippine strategy plan for 2005-2009 shall pursue the Strategic Goal of "enhanced security and accelerated progress towards sustainable, **equitable** growth through improved governance, capacities and economic opportunities." It supports the long-term Development Goal of "sustainable, equitable prosperity and peace." The proposed actions to achieve these goals are:

- 6.1 Enhancing security by reducing conflict in Mindanao and other areas vulnerable to violence (SO12);
- 6.2 Improving governance of economic, democratic and legal systems (S02);
- 6.3 Promoting health and well-being of Filipinos through improved and decentralized service delivery, increased private sector involvement, social acceptance of family planning, and policy reform (S03);
- 6.4 Strengthening management and governance of life-sustaining natural resources, better urban environment management, and reliable and cleaner energy (SO4) and
- 6.5 Increasing access to equality education in the CAAs of Mindanao and supporting broader education sector policy reform (SO11)

Inasmuch as the Strategic Goal calls for **equitable growth**, it is important to underscore the different manifestations of inequity in Philippine society. Gender inequity, especially in Mindanao, has been identified by the Philippine government and civil society groups as a serious problem that should be considered in program development. This is the rationale behind the law (RA 7192) requiring portions of development assistance to be set aside to support programs and activities for women (Box 1, page 3). The WID Policy also strongly supports measures to "identify benefits and impediments to participation" of women in development. It is, therefore, important to first identify the gender issues within the core development issues (e.g. weak governance, poor environmental management, poor access to health and quality education) that the strategy plan shall address. The WID Policy states that these gender issues should be integrated into the strategy documents and operational plans.

The following are some of the gender issues/dimensions which may serve as inputs for the preparation of the strategy paper and the Mission's gender plan of action.

Gender Dimensions of the Strategy Objectives 2005-2009

Proposed Strategic Objectives	Gender Issues/Dimensions																		
<p>1. Conflict Reduced in Mindanao and other Areas Vulnerable to Violence (S0 12)</p> <p>1.1 Economic opportunities expanded in conflict -affected areas (CAAS)</p>	<p>Gender issue: Women and children are most vulnerable to sexual abuse, hunger and physical dislocation during armed conflicts. However, their participation in peace processes is minimal:</p> <ul style="list-style-type: none"> • The four-member MILF Peace Panel for Mindanao Conflict are all men; • Only 4 (3 percent) of the 140-member Local Monitoring Teams for Mindanao Cease-fire are women; • Five out of 14 members of the GRP Delegation for CPP Peace Negotiation are women • Five out of 15 NDF Delegation for Peace Negotiation are women • One out of six members of the Joint Monitoring Committee are women (Source:) <p>Gender issues in access to economic opportunities</p> <ul style="list-style-type: none"> • Lower labor force participation rate of women (50.9 percent) compared to the 83.4 percent of men (October 2003/NSO); • Slightly higher unemployment rate of women (10.3 percent) compared to the 10 percent of men (October 2003/NSO); higher unemployment rates of women in Region 9 (11.4 percent), Region 11 (11.9 percent) and ARMM (12.7 percent) compared to the national average rate (Labor Force Participation Survey, 2001). • Higher proportion of poor households headed by men (30.7 percent) compared to the 17.7 percent poor households headed by women (2000/NS); • Higher rate of female unpaid workers (17 percent) compared to the 8.4 percent of male unpaid workers (October 2003/NSO); • Fewer female beneficiaries of support services for rice and corm farming, especially in Regions 9 - 12 and Caraga. <table border="0" style="margin-left: auto; margin-right: auto;"> <thead> <tr> <th></th> <th style="text-align: center;">Percent of Female Beneficiary (Rice)</th> <th style="text-align: center;">Percent of Female Beneficiary (Corn)</th> </tr> </thead> <tbody> <tr> <td>Region 9</td> <td style="text-align: center;">25.0</td> <td style="text-align: center;">22.0</td> </tr> <tr> <td>Region 10</td> <td style="text-align: center;">26.0</td> <td style="text-align: center;">27.0</td> </tr> <tr> <td>Region 11</td> <td style="text-align: center;">38.0</td> <td style="text-align: center;">58.0</td> </tr> <tr> <td>Region 12</td> <td style="text-align: center;">4.0</td> <td style="text-align: center;">4.0</td> </tr> <tr> <td>Caraga</td> <td style="text-align: center;">-</td> <td style="text-align: center;">17.0</td> </tr> </tbody> </table> <ul style="list-style-type: none"> • 31 percent of all holders of certificates of land ownership agreement (CLOA) in the Philippines are women (DAR, 2002); 24 percent in Region 9, 29 percent in Region 10, and 18 percent in Region 11. 		Percent of Female Beneficiary (Rice)	Percent of Female Beneficiary (Corn)	Region 9	25.0	22.0	Region 10	26.0	27.0	Region 11	38.0	58.0	Region 12	4.0	4.0	Caraga	-	17.0
	Percent of Female Beneficiary (Rice)	Percent of Female Beneficiary (Corn)																	
Region 9	25.0	22.0																	
Region 10	26.0	27.0																	
Region 11	38.0	58.0																	
Region 12	4.0	4.0																	
Caraga	-	17.0																	

<p>1.2 Strengthened local governance in CAAs</p>	<ul style="list-style-type: none"> <p>Distribution of Employed Women and Men by Industry (NSO Integrated Survey of Households Bulletin, October 2002)</p> <table border="1"> <thead> <tr> <th></th> <th>% Women</th> <th>% Men</th> </tr> </thead> <tbody> <tr> <td>Wholesale and Retail</td> <td>29.8</td> <td>11.4</td> </tr> <tr> <td>Agriculture, hunting, forestry</td> <td>24.5</td> <td>39.5</td> </tr> <tr> <td>Manufacturing</td> <td>11.1</td> <td>8.4</td> </tr> <tr> <td>Private households</td> <td>9.4</td> <td>1.0</td> </tr> <tr> <td>Education</td> <td>6.0</td> <td>1.3</td> </tr> <tr> <td>Public Administration</td> <td>4.8</td> <td>4.9</td> </tr> <tr> <td>Other community, social and personal service</td> <td>3.8</td> <td>2.2</td> </tr> <tr> <td>Hotels and restaurants</td> <td>3.4</td> <td>1.7</td> </tr> <tr> <td>Health and social work</td> <td>2.1</td> <td>0.5</td> </tr> <tr> <td>Transport, storage and Communication</td> <td>0.9</td> <td>11.2</td> </tr> <tr> <td>Fishing</td> <td>0.6</td> <td>5.8</td> </tr> <tr> <td>Construction</td> <td>0.3</td> <td>8.4</td> </tr> <tr> <td>Others (e.g. real estate, mining, electricity, etc.)</td> <td>3.6</td> <td>3.8</td> </tr> </tbody> </table> <p>Gender issue: Fewer opportunities for women to become major decision makers in enterprises as managers/executives or entrepreneurs are much less than those for men. Data show “an exception may be the service industries, where women predominate. Nevertheless, women lack participation in other industries, which may reflect social norms that relegate women to traditional (home-related) activities. Given the above initial condition of women and men, macroeconomic policies in the form of fiscal and other incentives that tend to favor manufacturing relative to service industries will tend to have a more favorable effect on men than on women in terms of participation in economic decision making.” (Source: Mainstreaming Gender in Development Planning: Framework and Guidelines. NCRFW)</p> <p>Gender Issue: Low representation of women in elective positions from the national down to the local government units. Women have less opportunity to participate in decision making and articulate their gender-specific needs and concerns.</p> <p>Women occupy/constitute</p> <ul style="list-style-type: none"> 14 percent of the seats in the Senate; 18 percent in the House of Representatives 17 percent in the city/municipal councils 		% Women	% Men	Wholesale and Retail	29.8	11.4	Agriculture, hunting, forestry	24.5	39.5	Manufacturing	11.1	8.4	Private households	9.4	1.0	Education	6.0	1.3	Public Administration	4.8	4.9	Other community, social and personal service	3.8	2.2	Hotels and restaurants	3.4	1.7	Health and social work	2.1	0.5	Transport, storage and Communication	0.9	11.2	Fishing	0.6	5.8	Construction	0.3	8.4	Others (e.g. real estate, mining, electricity, etc.)	3.6	3.8
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<p>1.3 Reintegration of former combatants and their communities</p>	<ul style="list-style-type: none"> • 17 percent in the Provincial Boards • 19 percent of all provincial governors • 8 percent of all city/municipal mayors <p>(Source: Center for Media Freedom and Responsibility, www.onlinewomeninpolitics.org)</p> <p>Muslim women have lower participation rates in elective and appointive positions (Tapales 2001:3)</p> <p>Gender issue: " Women have limited access to the funds that go to the ex-combatants due to the existence of different types of households (extended, polygamous, households maintained by widows... Since these are post-conflict areas there are many households which are maintained by widows whose husbands were killed in combat." (Assessment of Gender Integration in USAID/ Philippines Strategic Objectives, 1998: 9).</p>
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Proposed Strategic Objectives	Gender Issues/Dimensions
<p>2. Governance of Economic and legal systems improves (S0 2)</p> <p>2.1 Rule of law strengthened</p>	<p>Gender Issue: Gender biases affect the conduct and results of judicial action.</p> <p>"A very serious gap in efforts of the government to promote the welfare and status of Filipino women and children, particularly those who belong to the poorest of the poor, is in the eradication of gender bias in the court system... All stages of (judicial) action -- from preliminary investigation, to trial and judgement, are replete with practices that discourage women victims of abuse from filing complaints and pursuing their cases in court" (Feliciano, Sobritchea, et.al 2002:4). Some of the forms and manifestations of gender bias in the justice system are:</p> <ul style="list-style-type: none"> • Invisibility of gender bias and non-recognition of its reality; • Double victimization or "double jeopardy". This occurs when a female victim of sexual harassment or rape ... is twice victimized --first by the abuse and then by the blame that accompanies it; • Negative attitude toward female victims as well as offenders by law enforcers, judges and other court personnel; • Gender insensitive court procedures; • Trivializing gender crimes • Invoking gender role stereotypes in litigations; • Legal discrimination (i.e. gender biases/gaps of laws) • Under-representation and sexist treatment of women judges and lawyers. <p>Gender Issue: "The participation of women in traditional dispute resolution processes " is still weak. (USAID/Philippines Annual Report, 2004).</p> <p>Gender Issue: Government spending for health dramatically declined from 1991 to 2003. The health budget fell from 3.7 percent in 1991 to 1.3 percent in 2003. In 2002, the budget allotted by the Department of Health (DOH) was 49 centavos per person daily. These developments have resulted to the poor delivery of services to poor communities, particularly to mothers and children. Maternal mortality rates and incidence of delivery complications remain high particularly in remote communities around the country (ISSA, 2003).</p>

Proposed Strategic Objectives	Gender Issues/Dimensions
<p>2.2 Government policy and administration improved</p> <p>2.3 Innovations in trade and investment programs promoted</p> <p>3. Desired family size and improved health sustainability achieved (S03)</p> <p>3.1 LGU provision and management of FP/MCH/TB/HIV-AIDS services strengthen</p> <p>3.2 Provision of quality services by private and commercial providers expanded</p> <p>3.3 Greater social acceptance of family planning achieved</p> <p>3.4 Policy environment and financing for provision of services improved</p>	<p>Gender issue: Poor male involvement in family planning. This hampers the capacity of women, even if contraceptives are available to them, to manage their fertility.</p> <p>"Men's contribution to reproductive health has been limited. Gender roles and cultural expectations have left men less aware of and knowledgeable about family planning, contraceptive choices, and even the prevention of sexually transmitted diseases (STD)" Source: NCRFW,2001:65).</p> <p>"In 2002, the most popular contraceptives were the pill (15 percent), calendar or rhythm and female sterilization (11 percent each... Condoms were used by less than 1 percent of couples" (NSO 2003 cited in NCRFW State of the Women Report 2004).</p> <p>"Surveys showed that men object to their spouses' practice of family planning, and very few of them use condoms, or take the responsibility of contraception. They also tend to prefer more children, unlike the vast majority of married women (81 percent) who wanted either to space their next birth or to limit childbearing altogether" (NSO 1998 cited in NCRFW State of the Women Report 2004). Gender inequality in decision making, therefore, affects the social acceptability of family planning.</p> <p>Gender Issue: Family planning programs and services mainly directed to women and often not friendly to men.</p> <p>"RH services directed toward men have concentrated mainly on STD treatment and control. And although some men do want to space their children, they are often unwilling to go to public clinics for RH services since these are "women's places" used mainly for maternal and child health services" (NCRFW, 2001:65)</p>

Proposed Strategic Objectives	Gender Issues/Dimensions
	<p>"Men's tendency to be the ultimate decision makers in sexual relations, childbearing and child-rearing have put the burden of family planning on women" and prevented the family planning programs in country to achieve the desired levels of fertility rate (1998 National Demographic and Health Survey cited in NCRFW, 2001 64).</p> <p>Although women in general want less children, they believe that their spouses want more children. "Women with no education (32 percent) and those living in ARMM (42 percent) are more likely than other women to say that their partners want more children than they do.</p>
<p>4. Management of productive, life-sustaining natural resources strengthened (SO4)</p> <p>4.1 Improving environmental governance;</p> <p>4.2 Improving urban environmental management</p> <p>4.3 Improving energy sector performance</p>	<p>Gender issue: Men and women tend to use the resources differently, each one is more knowledgeable about certain features of the environment. However, women's knowledge and skills are not fully utilized in environmental management programs (NCRFW, PPGD, 1995:220).</p> <p>Gender Issue: "Program consultants of USAID/CRMP have noticed that women attending program meetings typically defer to the judgments of male heads of households. When questioned separately regarding the priorities most appropriate to conservation programs, women often address concerns otherwise ignored by their husbands or male relations." (Assessment of Gender Integration in USAID/Philippines Strategic Objectives, 1998).</p> <p>Gender Issue: "Although women head some POs, men hold authority in most POs, LGUs and in the DENR. Most barangay captains, council members, and LGU officials are men. Thus, men are making most coastal management decisions." (Assessment of Gender Integration in USAID/Philippines Strategic Objectives, 1998).</p> <p>Gender Issue: "The DENR pays men and women to reforest. The DENR and NRMP provide training in CBFMA skills to PO members. Much of the training is provided to predominantly or exclusively men. This ensures that women continue to participate less in future work and decision making in managing the CBFMA." (Assessment of Gender Integration in USAID/Philippines Strategic Objectives, 1998).</p>

Proposed Strategic Objectives	Gender Issues/Dimensions																														
<p>5. Increased access to quality education and livelihood skills in selected areas, particularly those most affected by poverty and conflict</p> <p>5.1 Local-level learning opportunities increased and/or improved in school-less communities and selected other disadvantaged communities, particularly in conflict-affected areas;</p> <p>5.2 Programs and facilities for reintegrating out-of-school youth in conflict-affected areas of Mindanao are established and operating</p> <p>5.3 Strengthened capacity for teaching math, science and English</p> <p>5.4 Improved policies and strengthened capacity for implementing them</p>	<p>Gender Issue: Boys and girls drop out from school for common and different reasons and at different ages. Intervention strategies often fail to consider the gender-differences in causes of school attrition.</p> <p>Gender Issue: Gender biases continue to permeate the curriculum and textbooks of elementary and high schools (NCRFW, 1995, 2001, 2002; UPCWS, 2002).</p> <p>Gender Issue: Overall lower literacy rate for females. Higher literacy rates for females between the ages of 10 to 24 but lower rates for those in ages 25 and over in ARMM. Nearly half of the women ages 40-49 and three fourths of those in the age bracket of 50-59 in ARMM are illiterate. Since these are the age groups that play a decisive role in improving the economic and political conditions of the ARMM region, then it is important that the women be given special attention in terms of educational support.</p> <table border="1" data-bbox="753 1199 1198 1507"> <thead> <tr> <th></th> <th>Male</th> <th>Female</th> </tr> </thead> <tbody> <tr> <td>10 years ></td> <td>75.55</td> <td>71.36</td> </tr> <tr> <td>10 - 14</td> <td>86.40</td> <td>89.64</td> </tr> <tr> <td>15 - 19</td> <td>91.74</td> <td>93.50</td> </tr> <tr> <td>20 - 24</td> <td>83.80</td> <td>84.48</td> </tr> <tr> <td>25 - 29</td> <td>76.29</td> <td>71.59</td> </tr> <tr> <td>30 - 39</td> <td>68.09</td> <td>60.97</td> </tr> <tr> <td>40 - 49</td> <td>61.72</td> <td>49.71</td> </tr> <tr> <td>50 - 59</td> <td>47.64</td> <td>22.45</td> </tr> <tr> <td>60 years ></td> <td>52.84</td> <td>37.75</td> </tr> </tbody> </table> <p>(Source: National Statistical Coordination Board website, April, 2004)</p> <p>Gender Issue: " (There are) no marked differences in the educational status of Filipino women and men. The issue, however, is the gender-tracking of fields of study and specialization and its onward translation into the world of work where men generally occupy the highest educational ranks and highest paying positions." (Source: National Statistical Coordination Board website, April, 2004).</p>		Male	Female	10 years >	75.55	71.36	10 - 14	86.40	89.64	15 - 19	91.74	93.50	20 - 24	83.80	84.48	25 - 29	76.29	71.59	30 - 39	68.09	60.97	40 - 49	61.72	49.71	50 - 59	47.64	22.45	60 years >	52.84	37.75
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7.0 Gender Analysis of Current Program Strategies and Activities

7.1 Some positive project outcomes for women. A cursory analysis of the current strategy objectives and implementation activities of the Mission indicates the varying levels or degrees of integration of gender concerns. Field level activities show the many innovative and strategic measures being undertaken to address some of the gender issues in the Philippines, particularly in Mindanao. Some of these positive outputs and outcomes are:

- better access of women and men to family planning services and contraceptives; improved skills in health service delivery of midwives;
- passage of the anti-trafficking in person law
- better access of poor women to micro-credit and to some extent, skills and knowledge related to enterprise development;
- improvement in the handling of domestic violence and sexual abuse cases by village (barangay) officials and volunteer community residents. For instance, "majority (52.56 percent) of the cases handled by the Barangay Justice Advocates were on domestic violence, followed by crimes against women (26.94 percent), in which battering comprised 17.95 percent " (Barangay Justice Service System: A Case Study, 2002).
- access of men and women to new skills, occupations and leadership positions. For example, 73.5 percent of the Barangay Justice Advocates are women; "around 14 percent of the direct and 4 percent of the indirect jobs created in expanding agro-industrial and SME sectors go to women" (WIDTECH Final Report, 1998:2).
- participation of some Muslim women leaders in peace-keeping efforts through the involvement of the Bangsa Moro Women's Foundation (BMFW), the women's committee of the MNLF during the conflict, as community fund treasurer and project co-manager;
- increased awareness of Muslim women of their legal rights through the popularization of the Code of Muslim Personal Laws;
- provision of clean, renewable solar energy to more than 2,500 households in 84 remote communities in conflict affected areas in Mindanao has helped the mothers take better care of their families, has provided the opportunity for mothers to engage in livelihood activities and gave the children the chance to study their lessons in the evening; the street lights have made the communities safer; it has also reduced by 70 percent the household expense for lighting.

The aforementioned benefits that the women in Mindanao have already received from ongoing programs strongly justify the continuation of the previous strategies and the addition of a strategy objective to improve access of target communities/beneficiaries to quality education. However, since project reports do not carry sex disaggregated data, it is difficult to ascertain whether there is gender balance or gender equity in the access of both women and men to project benefits.

Since the GAD framework is about improving women's status by transforming gender relations, it is important to track down also the changes in the status of men, particularly the boys. There is evidence to show the high unemployment rates of men in some

occupational sectors and the high school attrition rates of boys in some areas. Perhaps current activities may be strengthened and new ones may be developed to respond to these problems. For example, the big micro-finance organizations in the country have now introduced special livelihood credit facilities for men in areas with high male unemployment rates.

Moreover, the country's goal of gender equality needs the active and sustained support of men who constitute half of population. Across the years, the GAD programs in the Philippines have gradually included activities to respond to the special needs of men (e.g. gender sensitivity training for male local officials and judges, rehabilitation and counseling for abusers, child minding classes for fathers, and greater attention to male participation in family planning).

The task of determining whether programs promote "equitable growth" can be facilitated through the sex- disaggregation of data at all levels of documentation and reporting.

7.2 Analysis of Results Indicators. The strategic objective indicators (April 2003) have very few variables that can help determine whether the goal of "equitable growth" is being achieved within the communities reached by the programs. But the inclusion of more and useful social indicators is possible only if social analysis is done for some of the SOs to identify the gender gaps, for instance, that will have important bearing on the success of programs. Moreover, the generation of benchmark and monitoring data by sex, gender roles, type of household, especially in the ARMM, and income, may help generate additional social indicators.

8.0 Recommendations to Strengthen the Integration of Gender Considerations in the Work of USAID/Philippines

USAID/Philippines may want to include/highlight the following items in the Strategy paper:

- 8.1 Include in the section on challenges statements about the persistence of gender inequities in access to certain economic and political opportunities, especially by poor, Muslim and indigenous women.
- 8.2 The gender issues that USAID/Philippines may want to emphasize in the context of the strategy objectives are the following:
 - 8.2.1 low participation of Muslim women in decision-making, especially in peace keeping and conflict resolution;
 - 8.2.2 vulnerability of women and children to sexual abuse during armed conflict;
 - 8.2.3 poor involvement of men in family planning;

- 8.2.4 gender inequality in household/family decision-making that prevents women from using contraceptives, even if these are readily available; and
 - 8.2.5 low participation of women in programs related to environmental management, reforestation, infrastructure development and the like;
 - 8.2.6 lack of opportunity of women to access new knowledge and skills in environmental and infrastructure development because they are not brought into the program planning and implementation processes;
 - 8.2.7 gender biases in the curriculum and textbooks of elementary and secondary schools;
 - 8.2.8 special attention to the educational needs of the adult women in ARMM since the region has the highest female illiteracy rate; and
 - 8.2.9 special attention to widows in access to livelihood opportunities.
- 8.3 Include gender indicators, where appropriate, to determine whether the gender issues related to the specific development issues are being resolved (See Annex C for possible gender results indicators)
- 8.4 Include in the implementation approaches the participation of the National Commission on the Role of Women and the GAD Focal Points of collaborating national agencies like the DENR and the LGUs. Endorsement of the use of the GAD Budget to strengthen the delivery of health services by LGUs or use of the GAD Budget to provide livelihood training for women who avail of micro-credit may form part of the sustainability measures of the projects.
- 8.5 The USAID/Philippines has adequate policy guidelines for gender mainstreaming. What is needed at the moment is to ensure that the policies are implemented and gender analysis tools are developed for use at different stages of project development, implementation and monitoring. This may be facilitated by the following proposed actions:
- 8.5.1 Develop a gender plan of action for the Mission that would specify the gender issues to be addressed by each of the strategy objectives, the appropriate program inputs and gender performance as well as results indicators.
 - 8.5.2 Establish a Gender Committee composed of representatives from each of the S0s that will oversee, together with the WID Officer, the preparation of the gender plan of action and the gender performance as well as results indicators. The Gender Committee may have the following functions:
 - Facilitate the development of guidelines for the integration of gender considerations in program designs and plans;
 - Provide technical assistance in gender mainstreaming. This includes conducting a gender analysis of development issues and the integration in

the program designs of appropriate strategies and activities to resolve those issues;

Serve as the Gender Audit Group to ensure the effective implementation of the gender action plan.

- 8.5.3 To be able to carry out the aforementioned activities, selected Mission officials and staff may want to undergo an orientation seminar on the gender mainstreaming approach. And as the person who will guide the Gender Committee and the Mission as a whole in this effort, the WID Officer may want to pursue more intensive training in gender planning and monitoring. A very relevant and timely seminar is the Gender Audit Course scheduled on June 21-25, 2004 at Washington, D.C. Gender Audit is an organizational self-assessment and action planning process developed by InterAction's Commission on the Advancement of Women (CAW).

8.6 Since the Philippines has had a good start in gender work, there is a wealth of resources (e.g. sex disaggregated information, research data on the gender dimensions of development issues, analytical tools) that can be used and customized to suit the needs of the SO teams.

The country has also a good pool of experts in gender training, research, program development, monitoring and evaluation as well as policy development. They are located in various regions of the country and are connected through the organization called the Gender Resource Network (GRN). Gender Regional Resource Centers (GRCs) are found in Regions 1, 6, 7, 8, 9, 10 and 11. These Centers are managed by a group of faculty members, government personnel and NGO workers who have had extensive training in gender mainstreaming. They are presently actively involved in training LGUs on how to prepare a gender plan and conduct a gender analysis of program designs and implementation strategies. The Mission may wish to tap these resources (Annex D).

Laws on Women-Related Concerns Passed from 1996-2004

DATE	TITLE	DESCRIPTION	FEATURES
Jul 1996	RA 8187	An Act Granting Paternity Leave of 7 Days with Full Pay to All Married Male Employees in the Private and Public Sectors for the First Four Deliveries of the Legitimate Spouse with whom he is Cohabiting	<ul style="list-style-type: none"> ▪ Married male employees in public and private sectors are granted 7 days leave with full compensation, thus allowing them to effectively lend support to their wives in their period of recovery during childbirth or miscarriage
Feb 1997	RA 8250	An Act Appropriating Funds for the Operation of the Government of the Philippines from January One to December Thirty One, Nineteen Hundred Ninety Seven, and for other purposes	<ul style="list-style-type: none"> ▪ Section 28 states that all departments, bureaus, offices, and agencies shall set aside a minimum amount of five per cent (5%) out of their 1997 appropriations to be used for projects designed to address gender issues in accordance with the Women in Development and Nation-Building Act
May 1997	RA 8289	An Act to Strengthen the Promotion and Development of, and Assistance to Small and Medium Scale Enterprises, Amending for the Purpose Republic Act No. 6977, Otherwise known as the "Magna Carta for Small Enterprises" and for other Purposes	<ul style="list-style-type: none"> ▪ Creates the Small and Medium Enterprise Development Council, which would facilitate and coordinate national efforts to promote the viability and growth of small and medium enterprises, many of which are owned and operated by women ▪ Grants government assistance, counseling, incentives and promotion to duly registered micro, small, and medium enterprises ▪ Creates the Small Business Guarantee and Finance Corporation, which shall source and adopt development initiatives for globally competitive small and medium enterprises in terms of finance, technology, production, management and business linkages, and provide various modes of financing for SMEs
Aug 1997	RA 8344	An Act Penalizing the Refusal of Hospitals and Medical Clinics to Administer Appropriate Initial Medical Treatment and Support in Emergency or Serious Cases, Amending for the Purpose, Batas Pambansa Bilang 702, otherwise known as "An Act Prohibiting the Demand of Deposits or Advance Payments for the Confinement or Treatment of Patients in Hospitals and Medical Clinics in Certain Cases"	<ul style="list-style-type: none"> ▪ Penalizes any proprietor, president, director, manager, or any other officer, and or medical practitioner or employee of a hospital or medical clinic who would solicit, demand, or accept any deposit or any other form of advance payment as a prerequisite to confinement or medical treatment to patients in emergency or serious cases

DATE	TITLE	DESCRIPTION	FEATURES
Sep 1997	RA 8353	An Act Expanding the Definition of the Crime of Rape, Reclassifying the same as a Crime against Persons, Amending for the Purpose Act No. 3815, as amended, otherwise known as the Revised Penal Code, and for other purposes	<ul style="list-style-type: none"> ▪ Outlines broader definition of Rape: Rape is committed by a man who shall have carnal knowledge of a woman through force, threat, or intimidation; when the offended party is deprived of reason; by means of fraudulent machination or grave abuse of authority; or when the offended party is under twelve years of age, even though none of the circumstances mentioned above be present ▪ IT also considers rape if any person, under any of the circumstances mentioned above, shall commit an act of sexual assault by inserting his penis into another person's mouth or anal orifice, or any instrument or object, into the genital or anal orifice of another person
Oct 1997	RA 8369	An Act Establishing Family Courts, Granting them Exclusive Original Jurisdiction over Child and Family Cases, Amending Batas Pambansa Bilang 129, as amended, otherwise known as the Judiciary Reorganization Act of 1980, Appropriating Funds therefor and for other purposes	<ul style="list-style-type: none"> ▪ Sets up family courts in every province and city in the country, which shall have exclusive original jurisdiction to hear and decide the following cases: criminal cases where one or more of the accused is below 18 years of age; petitions for guardianship and custody of children; petitions for adoption of children; complaints for annulment of marriage; petitions for dissolution of conjugal partnership of gains; petitions for support; cases against minors cognizable under the Dangerous Drugs Act; violations of the Special Protection of Children Against Child Abuse, Exploitation, and Discrimination Act; and cases of domestic violence against women and children ▪ Establishes the Social Services and Counseling Division, which shall provide appropriate social services to all juvenile and family cases filed with the court
Oct 1997	RA 8371	An Act to Recognize, Protect and Promote the Rights of Indigenous Cultural Communities/Indigenous Peoples, Creating a National Commission on Indigenous Peoples, Establishing Implementing Mechanisms, Appropriating Funds therefor, and for other Purposes	<ul style="list-style-type: none"> ▪ Section 26 states that ICC/IP women shall enjoy equal rights and opportunities with men, as regards the social, economic, political, and cultural spheres of life. It respects and recognizes women's participation in the decision-making processes in all levels. Moreover, vocational, technical, professional and other forms of training shall be provided to them

DATE	TITLE	DESCRIPTION	FEATURES
Dec 1997	RA 8425	An Act Institutionalizing the Social Reform and Poverty Alleviation Program, Creating for the Purpose the National Anti-Poverty Commission, Defining its Powers and Functions, and for Other Purposes	<ul style="list-style-type: none"> ▪ Creates a national commission that will 1] institutionalize basic sectoral and NGO participation in effective planning, decision-making, implementation, monitoring and evaluation of the Social Reform Agenda at all levels; 2] ensure adequate, efficient, and prompt delivery of basic services to the poor; 3] enjoin government financial institutions to open credit and savings windows for the poor; 4]advocate for the mobilization of funds to finance social reform and poverty alleviation programs; 5] provide financial and non-financial incentives to local government units with counterpart resources for the implementation of social reform and poverty alleviation programs ▪ Sets up a People’s Development Trust Fund that can be utilized by registered microfinance organizations servicing the poor, local government units providing microfinance and micro-enterprise programs to their constituents and, LGUs undertaking self-help projects
Feb 1998	RA 8551	An Act Providing for the Reform and Reorganization of the Philippine National Police and for other Purposes, Amending certain Provisions of Republic Act 6975, entitled “An Act Establishing the Philippine National Police under a Re-organized Department of the Interior and Local Government, and for other purposes	<ul style="list-style-type: none"> ▪ Section 57 creates a women’s desk in all police stations throughout the country to administer and attend to cases involving crimes against chastity, sexual harassment, abuses committed against women and children, and other similar offenses ▪ Section 58 states that the PNP shall prioritize the recruitment and training of women who shall serve in the women’s desk. Pursuant to this requirement, the PNP shall reserve ten per cent (10%) ▪ Section 59 expresses the PNP’s commitment to gender sensitivity programs.

DATE	TITLE	DESCRIPTION	FEATURES
Feb 1998	RA 8505	An Act Providing Assistance and Protection for Rape Victims, Establishing for the Purpose A Rape Crisis Center in every Province and City, authorizing the Appropriation of Funds therefor, and for other purposes	<ul style="list-style-type: none"> ▪ Directs the Department of Social Welfare and Development, the Department of Health, the Department of Interior and Local Government, the Department of Justice, and a lead nongovernment organization to establish in every province and city a rape crisis center located in a government hospital or health clinic or any suitable place. The facilities will be used to provide rape survivors with psychological counseling, medical services, health services, medico-legal examination, and legal assistance ▪ Upholds the right of the complainant (Rape survivor) to privacy: a closed-door investigation, prosecution, or trial may be ordered from the court ▪ Evidence of complainant's past sexual conduct, including opinions about her or his reputation, shall not be admitted, unless such is material and evident to the case
Jul 2000	RA 8980	An Act Promulgating a Comprehensive Policy and a National System for Early Childhood Care and Development (ECCD), Providing funds therefor and for other purposes	<ul style="list-style-type: none"> ▪ Institutionalizes the National ECCD System , which shall promote the delivery of complementary and integrative services for health care, nutrition, sanitation, cultural activities, through an ECCD Curriculum. The ECCD Curriculum is backed up by several other programs: the Parent Education and Involvement, Advocacy, and Mobilization of Communities program and the Human Resource Development Program. The former develops parents' strengths as providers of EECD at home; the latter establishes mechanisms for the systematic professionalization of EECD service providers, through enrolment in educational programs in site-based or distance education modes. ▪ LGUS are enjoined to provide basic public ECCD services, support the organization of parent cooperatives for the establishment of ECCD programs, provide counterpart funds for the training and continuing education of ECCD service providers ▪ Reiterates the local government units' continued support to primary health care programs, day care programs, parent effectiveness service, child-minding centers, family day care and parent-child development programs.

DATE	TITLE	DESCRIPTION	FEATURES
Nov 2000	RA 8972	An Act Providing for Benefits and Privileges to Solo Parents and their Children, Appropriating Funds thereof and for other Purposes	<ul style="list-style-type: none"> ▪ A comprehensive package of social development and welfare services, such as counseling services, livelihood services, medical services, and parent effectiveness services, among others, shall be made available to solo parents and their families living below the poverty threshold. ▪ Solo parents and their families above the poverty threshold are granted flexible work schedule, protection from discrimination, and extra 7 days of parental leave. ▪ Qualified solo parents shall also be provided educational benefits, housing benefits, and medical assistance
May 2003	RA	An Act to institute policies to eliminate the trafficking in persons especially women and minors, establishing the necessary institutional mechanisms for the protection and support of trafficked persons, providing penalties for its violations, and for other purposes.	<ul style="list-style-type: none"> ▪ Defines the various acts and other forms of trafficking in persons. Considering such acts as commission of crimes against persons, it imposes stiffer penalties and sanctions. Compliance of the Act is monitored through the establishment of an inter-agency council. ▪ Entitles victims to privacy rights, legal protection, and witness protection programs
Mar 2004	RA 9262	Anti-Violence Against Women and Children Act	<ul style="list-style-type: none"> ▪ Declares abuse of women in intimate relations a crime. The law defines violence against women and their children as “any act or a series of acts committed by any person against a woman who is his wife, former wife, or against a woman with whom the person has or had a sexual or dating relationship, or with whom he has a common child, or against her child whether legitimate or illegitimate within or without the family abode, which result or is likely to result in physical, sexual, psychological harm or suffering, or economic abuse, including threats of such acts, battery, assault, coercion, harassment or arbitrary deprivation of liberty” ▪ It also recognizes the battered woman syndrome as a justifying circumstance in case a woman injures or kills her abuser. ▪ The law prescribes that complainants can petition the barangay or the court to issue protection orders against the perpetrator to "safeguard the victim from further harm, minimizing any disruption in the victim's daily life, and facilitating the opportunity and ability of the victim to independently regain control of her life."

Executive Orders

DATE	TITLE	DESCRIPTION	FEATURES
Sep 1996	EO No. 368	Amending EO Order 356 dated 12 August 1996, which Provides for the Implementing Guidelines on the Institutional Arrangements to Fast track SRA localization, to include the National Council on the Role of Filipino Women in the Membership of the Social Reform Council	<ul style="list-style-type: none"> ▪ Recognizing the need to further mainstream gender concerns in all major Social Reform Agenda programs, EO No. 368 orders the inclusion of the National Commission on the Role of Filipino Women in the Social Reform Council
Feb 1997	EO No. 340	Directing National Government Agencies and Government-Owned and -Controlled Corporations to provide Day Care Services for their Employees' Children Under Five Years of Age	<ul style="list-style-type: none"> ▪ Requires all national government agencies and government-owned and controlled corporations to set up facilities that would provide day care services to children under five years of age. This is offered to help the employees' children enjoy proper care and nutrition and attain well-developed social, mental, and intellectual skills. Also, this is offered to provide the children some form of substitute parenting and protection from all forms of neglect, abuse, and exploitation while their parents are working

Table 1. GEM and HDI Ranking of the Philippines

Year	HDI	LOWEST HDI RANK	GEM	LOWEST GEM RANK
2003	85	175	35	70
2002	77	173	35	66
2001	70	162	46	64
2000	77	174	44	70
1999	77	174	45	102
1998	98	174	46	102
1997	98	175	35	94
1996	95	174	39	104
1995	100	174	28	116

Source: Human Development Report (1995-2003). New York: United Nations Development Program

Table 2. Top Ten Provinces in HDI 2000

	2000		1997	
	HDI	Rank	HDI	Rank
Bulacan	0.760	1	0.702	4
Bataan	0.746	2	0.727	1
Cavite	0.724	3	0.724	2
Rizal	0.693	4	0.693	5
Batanes	0.713	5	0.713	3
Laguna	0.676	6	0.676	7
Ilocos Norte	0.646	7	0.646	9
Batangas	0.684	8	0.672	6
Pampanga	0.648	9	0.664	8
Isabela	0.626	10	0.624	10

Source: National Statistical Coordination Board. Highlights of the Report of the 2000 Philippine Human Development Index. January 21, 2003. www.nscb.gov.ph

Table 3. Bottom Ten Provinces in HDI 2000

	2000		1997	
	HDI	Rank	HDI	Rank
Sulu	0.351	77	0.336	77
Tawi-Tawi	0.390	76	0.430	74
Basilan	0.425	75	0.439	73
Ifugao	0.461	74	0.452	72
Maguindanao	0.461	73	0.416	75
Lanao del Sur	0.464	72	0.415	76
Agusan del Sur	0.482	71	0.482	70
Samar	0.511	70	0.493	67
Lanao del Norte	0.512	69	0.470	71
Sarangani	0.516	68	0.494	66

Source: National Statistical Coordination Board. Highlights of the Report of the 2000 Philippine Human Development Index. January 21, 2003.
www.nscb.gov.ph

Table 4. Mindanao Human Development Index, by Province 2000

	2000		1997	
	HDI	Rank	HDI	Rank
REGION X				
Bukidnon	0.569	45	0.538	45
Camiguin	0.563	50	0.537	47
Misamis Occidental	0.552	59	0.538	46
Misamis Oriental	0.575	38	0.543	41
REGION XI				
Davao	0.558	52	0.530	53
Davao del Sur	0.553	56	0.521	58
Davao Oriental	0.564	48	0.497	65
Saranggani	0.516	68	0.494	66
South Cotabato	0.595	32	0.536	48
Sultan Kudarat	0.554	55	0.533	49
REGION XII				
Lanao del Norte	0.512	69	0.470	71
North Cotabato	0.553	58	0.519	59
ARMM				
Lanao del Sur	0.464	72	0.419	76
Maguindanao	0.461	73	0.425	75
Sulu	0.351	77	0.336	77
Tawi-Tawi	0.390	76	0.430	74

Source: National Statistical Coordination Board. Fact Sheet (Regional Unit XI). July 14, 2003. www.nscb.gov.ph/ru11

Table 5. Poverty Threshold and Incidence of Poor Families, 2000

	Annual Per Capita Poverty Threshold		Incidence of Poor Families	
	2000	1997	2000	1997
REGION X	9,881	9,051	32.9	37.8
REGION XI	10,568	9,298	31.5	31.1
REGION XII	11,019	9,754	48.4	45.3
ARMM	12,753	10,431	57	50

Source: National Statistical Coordination Board. Fact Sheet (Regional Unit XI). February 2003. www.nscb.gov.ph/ru11

Table 6. Rice and Corn Farmer Beneficiaries of Support Services (1996-2001)

	SUBTOTAL RICE			SUBTOTAL CORN		
	Male	Female	TOTAL	Male	Female	TOTAL
Region IX	237,173	77,652	314,825	43,841	12,022	55,863
Region X	230,173	81,808	311,961	244,609	91,432	336,041
Region XI	320,343	194,313	514,656	11,933	16,772	28,705
Region XII	46,240	1,744	47,984	3,707	173	3,880
CARAGA				2,145	447	2,592

Source: Bureau of Agricultural Statistics

Table 7. Number of Female-Male Agrarian Reform Beneficiaries (as of June 2002)

	REGION IX	REGION X	REGION XI	Region XII
Female	8,923	8,652	7,282	6,2121
Male	29,103	23,743	32,618	25,752

Source: Department of Agrarian Reform

Table 8. Female Labor Force Participation and Female Employment in Rural Areas

	FEMALE LABOR FORCE POPULATION					1998	1999	2000	2001
	1998	1999	2000	2001	Growth Rate				
REGION IX	227	242	256	272	6.2	91.6	91.3	89.3	88.6
REGION X	268	290	266	316	6.2	91.4	93.1	92.9	93
REGION XI	475	491	447	512	3	88.2	90.2	89	88.1
REGION XII	231	246	247	277	6.3	88.7	91.1	88.7	90.6
ARMM	136	150	146	158	5.3	90.4	90.7	87.7	87.3
CARAGA	191	196	196	228	6.3	89.0	90.8	90.8	89.5

Source: Labor Force Survey, National Statistics Office

Table 9. Employed Persons

	EMPLOYED (in thousands)							
	1999		2000		2001		2002	
	M	F	M	F	M	F	M	F
PHILIPPINES	17,924	11,079	17,258	10,516	18,334	11,751	18,439	11,812
MINDANAO	4,432	2,444	4,379	2,413	4,636	2,662	3,904	2,564
WESTERN MINDANAO	761	354	726	341	785	373	800	410
NORTHERN MINDANAO	768	523	708	510	725	529	924	699
SOUTHERN MINDANAO	1,187	737	1,244	745	1,330	810	949	568
CENTRAL MINDANAO	613	320	624	334	670	402	68	490
ARMM	528	169	550	173	575	180	613	171
CARAGA	575	341	527	310	551	368	550	226

Source: Labor Force Survey October round 1999-2001 and July round 2002. NSO

Table 10. Number of Unemployed Persons October 1999-2002

	UNEMPLOYED (in thousands)							
	1999		2000		2001		2002	
	M	F	M	F	M	F	M	F
PHILIPPINES	1,876	1,121	1,978	1,156	1,912	1,356	2,076	1,347
MINDANAO	301	232	328	224	311	589	340	278
WESTERN MINDANAO	48	33	45	35	47	41	45	34
NORTHERN MINDANAO	56	42	45	36	49	47	72	42
SOUTHERN MINDANAO	100	87	118	73	117	107	89	67
CENTRAL MINDANAO	36	27	58	32	40	40	68	70
ARMM	11	15	11	20	14	18	14	25
CARAGA	50	28	51	28	44	36	52	40

Source: Labor Force Survey October round 1999-2001 and July round 2002. NSO.

Table 11. Unemployment Rates by Sex and Philippines and Mindanao Regions, October round 1999-2001, and July round 2002

	UNEMPLOYMENT RATE, (in thousands)							
	1999		2000		2001		2002	
	M	F	M	F	M	F	M	F
PHILIPPINES	9.47	9.19	10.28	9.90	9.44	10.35	10.12	10.24
MINDANAO	6.36	8.67	6.97	9.16	6.29	9.80	6.75	9.78
WESTERN MINDANAO	5.94	8.53	5.83	9.31	5.65	9.93	5.32	7.66
NORTHERN MINDANAO	6.80	7.43	5.98	6.61	6.33	8.16	7.23	5.67
SOUTHERN MINDANAO	7.78	10.56	8.66	8.92	8.09	11.67	8.58	10.55
CENTRAL MINDANAO	5.55	7.56	8.52	8.72	5.63	9.05	7.34	12.68
ARMM	2.04	8.11	1.96	10.36	2.38	9.09	2.23	9.96
CARAGA	8	7.57	8.82	8.26	7.38	8.93	8.64	10.75

Source: Labor Force Survey October round 1999-2001 and July round 2002. NSO.

Table 12. Annual Per Capita Threshold, Magnitude of Poor Families and Poverty Incidence, 1997-2000

	ANNUAL PER CAPITA POVERTY THRESHOLD		MAGNITUDE OF POOR FAMILIES		INCIDENCE OF POOR FAMILIES	
	1997	2000	1997	2000	1997	2000
PHILIPPINES	9,843	11,605	3,982,766	4,338,780	28.1	28.4
MINDANAO	9,310	10,687	202,984	202,984	40.1	41.8
WESTERN MINDANAO	8,092	9,298	177,333	177,333	31.9	38.3
NORTHERN MINDANAO	9,051	9,881	199,618	199,618	37.8	32.9
SOUTHERN MINDANAO	9,298	10,568	276,757	276,757	31.1	31.5
CENTRAL MINDANAO	9,754	11,019	188,551	188,551	45.3	48.4
ARMM	10,431	12,753	194,800	194,800	50	57
CARAGA	9,231	10,605	180,846	180,846	44.7	42.9

Source: Mindanao Development Statistics 2002, MEDCO

Table 13. Number of Persons in the Labor Force Participation, October 1999-2002

	LABOR FORCE PARTICIPATION (in thousands)							
	1999		2000		2001		2002	
	M	F	M	F	M	F	M	F
PHILIPPINES	24,211	24,426	23,944	24,131	24,597	24,827	25,387	25,454
MINDANAO	5,666	5,387	5,707	5,473	5,840	5,657	6,073	5,793
WESTERN MINDANAO	982	943	965	947	998	965	1,037	992
NORTHERN MINDANAO	956	879	872	839	887	871	1,172	1,167
SOUTHERN MINDANAO	1,555	1,488	1,663	1,575	1,702	1,637	1,255	1,178
CENTRAL MINDANAO	782	742	831	784	839	822	1,106	1,010
ARMM	649	638	687	678	714	681	769	751
CARAGA	742	697	687	650	700	681	734	695

Source: Labor Force Survey October round 1999-2001 and July round 2002. NSO.

Table 14. Distribution of Employed Women and Men by Industry, October 2002 (in thousands)

	WOMEN		MEN	
	Number	Percent	Number	Percent
Wholesale and Retail Trade	3521	29.8	2100	11.4
Agriculture, Hunting and Forestry	2888	24.5	7287	39.5
Manufacturing	1311	11.1	1544	8.4
Private Households	1105	9.4	184	1.0
Education	708	6	231	1.3
Public Administration	564	4.8	897	4.9
Other Community, Social and Personal Service	449	3.8	398	2.2
Hotels and Restaurants	398	3.4	315	1.7
Health and Social Work	249	2.1	98	0.5
Real Estate, Renting and Business Activities	199	1.7	361	2.0
Financial Intermediation	184	1.6	134	0.7
Transport, Storage and Communication	101	0.9	2070	11.2
Fishing	72	0.6	1064	5.8
Construction	33	0.3	1556	8.4
Electricity, Gas and Water	19	0.2	105	0.6
Mining and Quarrying	8	0.1	93	0.5
Extra-territorial Organization	3	0.0	2	0.0

Source: October 2002 Integrated Survey of Households Bulletin, NSO

Table 15. Distribution of Employed Women and Men by Occupation, October 2002 (numbers in thousands)

	WOMEN		MEN	
	Number	Percent	Number	Percent
Laborers and Unskilled Workers	4215	35.7	4997	27.1
Officials of Government and Special Interest Orgs, Corporate Exec, Managers	1968	16.7	1404	7.6
Service Workers and Shop and Market Sales Workers	1394	11.8	1227	6.7
Farmers, Forestry Workers and Fishermen	1020	8.6	5264	28.5
Professionals	949	8	443	2.4
Clerks	874	7.4	432	2.3
Trades and Related Workers	804	6.8	2159	11.7
Technicians and Associate Professionals	412	3.5	390	2.1
Plant and Machine Operators and Assemblers	165	1.4	2016	10.9
Special Occupations	10	0.1	108	0.6

Source: October 2002 Integrated Survey of Households Bulletin, NSO

Table 16. Distribution of Workers in Agriculture by Class of Worker, 1999-2002 (in thousands)

	WOMEN		MEN	
	F	%	M	%
2002				
Wage and Salary	524	18	2,015	24
Own Account Worker	906	30	4,902	59
Unpaid Family Worker	1,530	52	1,433	17
2001				
Wage and Salary	542	19	1,800	24
Own Account Worker	844	30	4,104	57
Unpaid Family Worker	1,464	51	1,348	19
2000				
Wage and Salary	503	20	1,902	24
Own Account Worker	793	30	4,584	59
Unpaid Family Worker	1,282	50	1,338	17
1999				
Wage and Salary	560	21	1,967	25
Own Account Worker	833	31	4,446	57
Unpaid Family Worker	1,338	49	1,360	17

Source: Third Quarter Rounds Labor Force Surveys, National Statistics Office

Table 17. Internally Displaced Persons, as of May 2003

	FEMALE	MALE	TOTAL
Adults	551	628	1,179
Children	152	152	304
Youth	117	103	220
Elderly	16	15	31
TOTAL	836	898	1,734
PERCENT	48.21	51.79	

Source: DSWD ARMM Records

Table 18. Women in Peace Process

	Number of Members	Women		Men	
		Number	Percent	Number	Percent
GRP Peace Panel for Mindanao Conflict	5	2	40	3	60
MILF Peace Panel for Mindanao Conflict	4	0	0	4	100
Local Monitoring Teams for Mindanao Cease-fire	140	4	3	140	97
GRP Delegation for CPP Peace Negotiation	14	5	36	9	64
NDF Delegation for CPP Peace Negotiation	15	5	33	10	67
Joint Monitoring Committee	6	1	17	5	83
JMC Observers	4	3	75	1	25

Table 19. Number of Refugees from Pikit and other ARMM Areas (Feb 2003)

	Number	Percent
Women and Children	63,343	70
Men	27,186	30
TOTAL	90,620	100

The Mission asked for the disaggregated data on women and children. While their data-recording is not yet organized as such, Asec. Kader noted from observation that more than 70% of the evacuees are women and children.

Table 20. Distribution of Elective Positions, by Female-Male and Regions, 2001 Elections

ELECTIVE POSITIONS	REGION IX		REGION X		REGION XI		REGION XII		CARAGA		ARMM	
	F	M	F	M	F	M	F	M	F	M	F	M
Representatives	3	4	0	9	2	12	1	4				
Governor	1	2	0	4	2	4	1	2	1	3	0	5
Vice Governor	0	3	0	4	1	5	0	3	1	3	0	5
City Mayor	1	4	2	5	1	5	0	5	1	2	0	1
City Vice Mayor	0	5	1	6	0	7	0	5	0	3	0	1
Municipal Mayor	12	55	12	51	5	62	6	44	15	55	10	83
Municipal V Mayor	9	58	10	53	7	60	6	44	10	60	5	88

Source: Department of Interior and Local Government

Table 21. Proportion of Women in Elective Positions, Mindanao, 2001 Elections

ELECTIVE POSITIONS	TOTAL	FEMALE		MALE	
		Number	Percent	Number	Percent
Representatives	35	6	17.1	29	82.9
Governor	25	5	20	20	80
Vice Governor	25	2	8	23	92
City Mayor	28	5	18.5	23	74..1
City Vice Mayor	28	1	3.6	27	96.4
Municipal Mayor	410	60	14.6	350	85.4
Municipal V Mayor	410	47	11.5	363	88.5

Source: Commission on Elections Region XI

Table 22. Number of Elected Women and Men by Position, Philippines, Election Year 1998 and 2001

	1998			2001		
	WOMEN	MEN	TOTAL	WOMEN	MEN	TOTAL
President	0	1	1	1	0	1
Vice President	1	0	1	0	1	1
Senators	2	10	12	1	12	13
Representatives	20	187	207	33	172	205
Governors	13	65	78	15	62	77
Vice Governors	9	69	78	10	67	77
Board Members	102	617	719	120	607	727
Mayors	239	1358	1597	241	1301	1542
Vice Mayors	179	1418	1597	192	1356	1548
Councilors	2181	10876	13057	2198	10467	12665

Source: Commission on Elections

Table 23. Community-Based Forest Management Agreement, December 2002

	BENEFICIARIES		TOTAL
	Male	Female	
PHILIPPINES	7,187	3,183	10,370
CAR	-	-	-
REGION 1	320	63	383
REGION 2	-	-	-
REGION 3	535	94	629
REGION 4-A	20	20	40
REGION 4-B	423	647	1,070
REGION 5	-	-	-
REGION 6	165	56	221
REGION 7	280	211	491
REGION 8	475	249	724
REGION 9	754	608	1,362
REGION 10	1,386	558	1,944
REGION 11	2,118	346	2,464
REGION 12	508	196	704
REGION 13	203	135	338

Source: Department of Environment and Natural Resources

Table 24. Distribution of Graduates by Discipline Group, AY 1999-2000

	WOMEN		MEN	
	Number	Percent	Number	Percent
Trade, Craft and Industrial	66,804	48.45	71,072	51.55
Service Trades Programs	29,585	82.58	6,239	17.42
Fine and Arts Applied	25,174	82.27	5,426	17.73
Commercial and Business Administration	19,296	64.59	10,578	35.41
Computer Science	14,681	55.04	11,991	44.96
Agricultural, Forestry and Fisheries	9,357	39.20	14,512	60.80
Other programs in Education	6,645	47.86	7,239	52.14
Home Economics (Domestic Science)	4,335	87.98	592	12.02
Health Related Programs	1,440	78.13	403	21.87
Engineering Related Programs	892	18.81	3,850	81.19
Programs in Training for Extension and other Fields of Non-formal Education	617	48.62	652	51.38
Transport and Communication	608	6.22	9,163	93.78
Social and Behavioral Science	281	74.34	97	25.66
Literacy Programs	58	64.44	32	35.56
Humanities Programs	34	27.2	91	72.8
Architectural and Town Planning Programs	29	38.67	46	61.33
Natural Science Programs		0	50	100

Source: Commission on Higher Education

Table 25. Highest Educational Attainment of Population Aged 10 Years and Over, 1995 and 2000 (in thousands)

	1995				2000			
	F	%	M	%	F	%	M	%
No Grade Completed	966	52.70	867	47.30	869	52.70	780	47.30
Pre-School	67	45.89	79	54.11	39	49.37	40	50.63
Elementary	10437	48.73	10983	51.27	10895	48.00	11804	52.00
High School	8278	50.33	8171	49.67	9546	50.50	9357	49.50
Post Secondary	611	45.60	729	54.40	1234	48.17	1328	51.83
College	2016	49.52	2055	50.48	3421	51.17	3265	48.83
College Graduate Higher	2509	55.81	1987	44.19	1821	57.92	1323	42.08

Source: 1995 and 2000 Census of Population, NSO.

Table 26. Enrolment of Women and Men by Discipline Group

	WOMEN		MEN	
	F	%	M	%
Agriculture, Forestry, Fisheries, Vet. Med	41,149	47.03	46,343	52.97
Architectural and Town Planning	6,675	28.45	16,784	71.55
Business Admin and Related Courses	424,808	65.76	221,162	34.24
Education and Teacher Training	351,445	74.93	117,574	25.07
Engineering	92,576	25.08	276,599	74.92
Fine and Applied Arts	5,063	49.94	5,075	50.06
General	43,012	63.05	25,211	36.95
Home Economics	7,733	76.87	2,327	23.13
Humanities	12,051	55.61	9,620	44.39
Law and Jurisprudence	8,143	40.52	11,954	59.48
Mass Communication and Documentation	15,763	72.90	5,859	27.10
Math and Computer Science	132,672	55.30	107,259	44.70
Medical and Applied	98,570	69.53	43,201	30.47
Natural Science	19,477	66.67	9,738	33.33
Other Disciplines	32,201	17.39	152,957	82.61
Religion and Theology	1,872	19.69	7,635	80.31
Service Trades	11,579	79.93	2,907	20.07
Social and Behavioral Science	42,481	67.58	20,379	32.42
Trade, Craft and Industrial	926	93.72	62	6.28

Source: Commission on Higher Education

Table 27. SY 2002 Enrolment

	GEOGRAPHICAL SETTING									
	PHILIPPINES		REGION X		REGION XI		REGION XII		ARMM	
	F	M	F	M	F	M	F	M	F	M
Public Elementary	48.24	51.76			51.30	48.70				
Public Secondary	52.02	47.98			52.50	47.50				

Source: National Statistical Coordination Board. "Women and Men in Region XI." 2004. www.nscb.gov.ph/ru11
National Statistical Coordination Board. "Gender Statistics

Gender and Development Indicators

Source: Rachel Polestico. "A Gender-based Framework for Project Planning and Design"

A. EQUAL OPPORTUNITIES, ACCESS TO AND CONTROL OF RESOURCES

1. Economic Productivity

Increased access to and control of resources and benefits;
Increased income and control over the management of income;
Increased control over management of funds in the family;
Involvement of women in entrepreneurial activities;
Increased job/economic opportunities for women;
Women utilizing community resources;
Ownership and control of means of production and material resources;
Access to tools and technology to lighten workload;
Actual increase in income relative to the value of women's labour;
Women's ability to save and invest;
Ability to manage the project, identifying and computing the actual benefits and shares from the project.

2. Social Services

Increased access to the management and control of health, education and other psycho-social services;
Support for reproductive choices: Existence of information mechanism on health and reproductive rights;
Increased number of women using this information;
Availability of day care services and access to these services;
Insurance of safe devices and facilities;
Women provided with health benefits;
Decreased incidence of diseases among women;
Availability of legal and other protective centers;
Percentage of community-based women managing programs and services for women

3. Training and Capability Building

Skills training for women: gender-sensitivity; reproductive rights, assertiveness training, stress and crisis management, legal literacy, program development and management, income/employment generation projects, values formation, socio-economic skills training;
Training and educational opportunities;
Number of women able to make use of training and have the ability to train others;
Use of gender-sensitive curriculum, language, and methodologies;

Development of alternative leadership styles (collective, non-hierarchical, non-manipulative, etc.);
More women demonstrating critical awareness of the situation and issues affecting women

4. Leadership

More women leaders performing leadership roles, more women in decision-making policy bodies (e.g. number of men and women in the local government or community organizations);
Women engaged in affirmative action-promoting women's rights and welfare;
More women initiating community projects and able to move constituents to do their part;
Movement of women from non-formal structures to formal organizations.

5. Rest and Recreation

Increased number of women with reduced hours of work for personal growth and rest/recreation;
Women using recreational facilities;
Increased number of hours for free time.

B. SELF-WORTH/SELF-DETERMINATION

Increased skills for self-assertion;
Women having control over their body;
Women informed of their reproductive rights and assert them;
Women aware of their rights, valuing their work and contribution;
Women well-informed and able to make personal decisions, career path, crucial family decisions, socio-political issues;
Women with a sense of authority and identity separate from men;
Self-confidence;
Ability to run projects;
Lowered incidence of violence against women.

C. ADDRESSING AWARENESS OF COMMUNITY

Valuation of women's work;
Promulgation and enforcement of laws and protection of domestic workers/helpers;
Dramatization/formalization of women's achievements in society;
Non-sexist child rearing practices;
Right to vote for church women;
Recognition within the community of women's issues and contributions;
Increased number of men in gender sensitivity activities;
Absence of project inimical to the interests of women;
Creation of alternative structures to respond to women's concerns;
Access to all community structures.

E. ORGANIZATION AND PARTICIPATION

Increased participation of women in wider movement for social change;
Presence of a strong women's organization with conscientized and active members;
Networking/linkaging with other organizations to expand women's world;
Quality participation in all levels of decision making in all phases of the project;
Establishment of solidarity groups among women across sectors and nationalities.

A. List of Members of the GAD Resource Network - By Region
(including participants to the First Assembly of the GAD Resource Network)

REGION 1

Organizational Affiliation	Name & Position	Office Address	Office Tel. No.	Email address
Pangasinan State University – Urduja GAD Resource Center	Andico, Fe A. <i>Director, Center for Gender Studies; Coordinator, Urduja GAD Resource Center</i>	Lingayen, Pangasinan	(075) 542-6467 / 542-3882	lando_fe@mozcom.com PSU_CCI@mozcom.com
University of Northern Philippines – Pamulinawen GAD Resource Center	Benzon, Ma. Elena P. <i>Director, Center for Gender and Development; Coordinator, Pamulinawen GAD Resource Center</i>	Vigan, Ilocos Sur	722-7345	ma_lenbenz@hotmail.com
NEDA Regional Office 1	Quitos, Dr. Leonardo <i>Regional Director</i> Torio, Lucila D. <i>Chief Economic Development Specialist</i>	NEDA Regional Office 1 Guerrera Road, San Fernando City	(072) 888-2680	ldtorio@yahoo.com

REGION 2

Organizational Affiliation	Name & Position	Office Address	Office Tel. No.	Email address
Cagayan State University	Tamayao, Dr. Lilia M. <i>Director, Planning and Development</i>	Carig, Tuguegarao City, Cagayan	(078) 844-0106	

REGION 3

Organizational Affiliation	Name & Position	Office Address	Office Tel. No.	Email address
Panlalawigang Komisyon para sa Kababaihan ng Bulacan (PKKB)	Fajardo, Eva M. <i>Chairperson, PKKB</i> Dela Cruz, Carmelita R. <i>Technical Assistant, PKKB</i>	Asuncion G. Romulo Women Center, Provincial Capitol Compound, Malolos, Bulacan	(044) 791-3110 (044) 791-1661	
IMA Foundation, Inc.	Pineda, Ma. Jesusa T. <i>Founder and President</i>	WDRC, Misael St., Diamond Subd., Balibago, Angeles City, Pampanga 2009	(045) 322-3983/892-2253 (045) 322-3820	imafound@mozcom.com spineda@datelnet.net

REGION 4

Organizational Affiliation	Name & Position	Office Address	Office Tel. No.	Email address
UP Los Baños – Gender Program for Rural Development	Dayo, Helen F. <i>University Researcher</i>	Farming Systems and Soil Resources Institute, College of Agriculture U.P. Los Baños, Laguna	(049) 536-3229	hfd@mudspring.uplb.edu.ph
DOST-PCARRD	Del Rosario, Dr. Beatriz Deputy Executive Director for Research and Development Lorica, Dr. Maruja V. <i>Program Director, Regional Consortium Operations Office</i>	Los Baños, Laguna	(049) 536-0014 to 20 (049) 536-0017 (049) 536-0016 (f)	delandel@laguna.net bettypr@pcarrd.dost.gov.ph mvlorica@ultra.pcarrd.dost.gov.ph marjiel@yahoo.com

REGION 6

Organizational Affiliation	Name & Position	Office Address	Office Tel. No.	Email address
University of the Philippines in the Visayas; Ugsad Regional Gender Resource Center	Asong, Dr. Rosario <i>Director, Gender and Development Program</i>	Iloilo City	(033) 509-0980 (tf)	upvgdp@skyinet.net
DAWN Foundation	Flor, Hon. Celia <i>SP Member-Bacolod City; Executive Director, DAWN</i> Castro, Marie June Pavillar <i>Program Officer</i>	Women's Center Lacson St., cor Cottage Rd., Bacolod City	435-0196 709-8761 (tf) 433-1096 709-8761(tf)	celia@wbi.ph dawn@wbi.ph
Antique Integrated Development Center	Quanico-Salcedo, Fe <i>Assistant Provincial Planning and Development Coordinator, PPDO</i>	New Capitol, San Jose, Antique	(036) 540-9955 (tf) (0917) 305-0541	antique_faith@yahoo.com

REGION 7

Organizational Affiliation	Name & Position	Office Address	Office Tel. No.	Email address
CATW/Tuburan	Hofmann, Cecilia <i>Board Member; Board Chair</i>	P.O. Box 305, Dumaguete 6200, Negros Oriental	(035) 225- 2088	chof@mozcom.com
Holy Spirit School Center for Women Interacting for New Growth and Service (WINGS)	Pagsuberon, Atty. Myrna T. <i>Executive Director</i>	Center for WINGS Holy Spirit School Remolador St., 6300 Tagbilaran City	(038) 411- 2558 or 411-3488	hsswings@mozcom.com
Kauswagan Community Social Development Center	Sanchez, Purita R. <i>Coordinator</i>	c/o Cebu Doctors' College Resource Center on Gender, Sexuality and Reproductive Health	(032) 254- 9251 9tf)	mysan@mozcom.com

REGION 8

Organizational Affiliation	Name & Position	Office Address	Office Tel. No.	Email address
University of the Philippines in the Visayas - Tacloban College; Kadayao GAD Resource Center	Cañas, Jocelyn Maria F. <i>Coordinator, Gender and Development Program-KADAYAO Gender Resource Center; Faculty, Division of Management</i> Peliño, Hernanita L. <i>Coordinator, Anti-Sexual Harassment Office</i>	R. Magsaysay Blvd., Tacloban City, Leyte, Eastern Visayas	(053) 3214481/ 321-1406 (053) 325- 5108 (f)	jfcanas2000@yahoo.com bonita_nette@yahoo.com
NEDA Regional Office VIII	Go-Soco, Atty. Buenaventura Jr. <i>Regional Director</i> Ms. Emma Sanopo <i>Assistant Regional Director</i>	NEDA 8 Government Center Polo, Leyte	(053) 323- 3092 (053) 323- 2975 (053) 323- 3093 (tf)	

REGION 9

Organizational Affiliation	Name & Position	Office Address	Office Tel. No.	Email address
Western Mindanao University	Fernandez, Ederlinda M. <i>Professor IV/Chair of Academic Studies, College of Public Administration and Development Studies; Concurrent Director, University Women's Research and Resource Center</i>	Normal Road, Zamboanga City 7000	(062) 991- 1231 (tf)	derly@wmsu.edu.ph derly@mailcity.com

REGION 10

Organizational Affiliation	Name & Position	Office Address	Office Tel. No.	Email address
Pilipina and WAND	Anitan, Cunegunda Dina B. <i>Chairperson, Pilipina- CDO Chapter; National Coordinator, WAND</i>	Pilipina-CDO Chapter M.H. del Pilar St., Cagayan de Oro WAND 10 Makadiyos St., Sikatuna Village	Pilipina-CDO Chapter 724-663 (tf) WAND 925-1410 433-1160 (tf)	cbanitan@mozcom.com
NEDA Regional Office – X	Balandra, Casimira <i>Regional Director</i> Bacal, Ro-Ann <i>Asst. Regional Director – OIC</i>	RDC Bldg., Capistrano cor. Echem St. Cagayan de Oro City	(088) 723-436 (088) 726- 6161 (08822) 728- 072 (f)	
Central Mindanao University	Bojo, Amelia C. <i>Director, University Center for Gender and Development</i>	Miusuan, Bukidnon	(088) 356- 1910 (tf)	pacb_99@yahoo.com
Department of Environment and Natural Resources X	Galinato, Corazon B. <i>Division Chief</i>	Macabalan, CDO	(088) 856- 9152 (08822) 726- 280 (f)	arocbartesq@yahoo.com

REGION 11

Organizational Affiliation	Name & Position	Office Address	Office Tel. No.	Email address
Provincial Government of Compostela Valley	Caballero, Hon. Jose <i>Governor, Province of Compostela Valley</i>	Provincial Capitol, Cabidanan, Nabunturan, Compostela Valley	(084) 822- 0431	
Provincial Planning and Development Office	Damolo, Lucia <i>PPDC; GAD Coordinator</i>		(084) 376- 0145 (tf)	
Provincial Government of Davao	Del Rosario, Hon. Rodolfo <i>Governor, Province of Davao</i>	Government Center, Mankilam, Tagum City, Davao del Norte	(084) 217- 3810	
Provincial Social Welfare and Development Office	Galagala, Clarita P. <i>Assistant Department Head; GAD Focal Person</i>		0919-2169337	
Development of People Foundation	Purugganan, Minda <i>Administrator</i>	Rm. 5 Rivera Village, Berjada, Davao City	227-7714 (tf)	dpf@globelink.com.ph
Mindanao Working Group on Reproductive Health, Gender and Sexuality	Sanchez, Rosena D.	c/o Ateneo de Davao University	(6382) 224- 2955 (tf)	rosena_s@yahoo.com

ARMM

Organizational Affiliation	Name & Position	Office Address	Office Tel. No.	Email address
Notre Dame FDN for Charitable Activities- Women Enterprise Development	Lim, Myrna B. <i>Executive Director</i>	WED Training Center Santos St. Extension, Krislamville Subd., Cotabato City	(064) 421-1954 (064) 421-7184 (f)	ndfcaiwed@hotmail.com
Transformations and Innovations Consultancy	Uy, Rogelio U. <i>HRD Consultant</i>	66-B Factora Apt., Ilang-ilang St., Rosary Heights.7, Cotabato City	(064) 421-1373 (tf) 0917-7261570	

CAR

Organizational Affiliation	Name & Position	Office Address	Office Tel. No.	Email address
U.P. College Baguio	Palaganas, Erlinda C. <i>Chair, Management Sciences Division; KASARIAN Gender Studies Program</i>	Governor Pack Road, Baguio City	(074) 442-5703 (074) 442-3888	ECPalaganas@yahoo.com

CARAGA

Organizational Affiliation	Name & Position	Office Address	Office Tel. No.	Email address
Butuan's Women Center	Carlos, Agnes M. <i>Director IV, BMB-C</i>	City Hall Complex Butuan City 8600	(085) 815-1508 (085) 815-1509 (fax)	
NEDA-CARAGA	Congingco, Carmencita S. <i>Regional Director</i> Berido, Jazmin D. <i>Economic Development Specialist II GAD Coordinator</i>	Bel Air Subdivision, Libertad, Butuan City	(085) 342-5774 (085) 360-2055 (085) 815-1183 (085) 815-0308 (fax)	neda13@skyinet.net coco@r2net.com j_berido@yahoo.com

NCR

Organizational Affiliation	Name & Position	Office Address	Office Tel. No.	Email address
Miriam College	Apuan, Victoria <i>Professo, Psychology</i>	Quezon City	426-0170	vapuan@mc.edu.ph
Women's Crisis Center - Raquel Edralin – Tiglao Institute for family Violence Prevention (WCC-RETFVP)	Balayon, Theresa <i>Project Director</i>	18 Mapagkawanggawa St., Sikatuna Village, Diliman, QC	925-7132 925-7133 (tf)	wccreti@edsamail.com.ph

Organizational Affiliation	Name & Position	Office Address	Office Tel. No.	Email address
Commission on Human Rights	Canapi, Atty. Brenda E. <i>Attorney IV, Law Division</i>	Commonwealth Avenue, U.P. Village, Diliman, Quezon City	925-3882 (tf)	
Department of Budget and Management	Cantor, Luz <i>Director IV, BMB-C</i>	2F DBM Bldg. III, Gen. Solano St., San Miguel, Manila	735-1778 7354866 (f)	luz.cantor@dbm.gov.ph
Technical Education and Skills Development Authority (TESDA)	Carreon, Ma. Angelina M. <i>Senior TESDA Specialist; Regional GAD Focal Person</i> Furagganan, Brenda B. <i>Supervising TESDA Specialist</i>	TESDA 4, TESDA Comple, Taguig, Metro Manila	893-1972/815-3553 815-3553/893-1972 817-4076 loc. 143	lencarus@yahoo.com furagganan@pacific.net.ph jjefur@yahoo.com
Commission on Population	Castillo, Erlina H. <i>Planning Officer III</i> Dela Cruz, Imelda A. <i>HRMO III</i>	Welfareville Compound, Mandaluyong City	531-7192/531-7303 531-6907(f) 531-7273 531-6907 (f)	erlin@popcom.gov.ph millet@popcom.gov.ph
Friedrich-Ebert-Stiftung (FES)	Cerdeña, Augustus E. <i>Program Assistant</i>	1104 Galleria Corporate Center, EDSA corner Ortigas Avenue	634-6919	a_easy@yahoo.com
De La Salle University	Contreras, Dr. Antonio <i>Professor, Department of Political Science</i>	Taft Avenue	524-4611 loc. 570	contreraspogi@yahoo.com
	Fantastico, Cecilia	2668 San Jose St., Pandacan 1011 Manila	562-6429	i_m_fantastic@hotmail.com
Philippine Health Insurance Corporation (PhilHealth)	Garcia, Leoncia <i>Training Specialist III; GAD Committee</i>	City State Center, 709 Shaw Blvd., Oranbo, Pasig City	637-65648	onnie41@yahoo.com
Sagric International	Javellana, Milalin S. <i>HR Consultant & In-Country Manager, AUSAID-AYAD Program</i>	2F JMT Bldg., ADB Avenue, Ortigas Center	638-9686 633-8013(f)	milalinj@info.com.ph
Sentro ng Alternatibong Lingap Panligal (SALIGAN)	Jajurie, Atty. Raissa H. <i>Mindanao Branch Coordinator</i>	Door 1, 422 Champaca St., Juna Subd., Matina, Davao	(082) 298-4161	saliganmindanaw@saligan.org
Department of Social Welfare and Development	Lucas-Mercado, Aurea <i>Officer-in-Charge, Career Planning and Development Division</i>	Batasan Pambansa Complex, Quezon City	951-2807	aubrey-au@yahoo.com
SARILAYA	Marcelino, Aleli <i>Vice-chairperson</i>	35-A Masikap St., Sikatuna Village, Quezon City	434-0969	abm@pacific.net.ph

Organizational Affiliation	Name & Position	Office Address	Office Tel. No.	Email address
Women's Legal Bureau, Inc.	Mesina, Ma. Rosalyn G. <i>Project Officer for Education and Advocacy</i>	#11 Matimtiman St., Teacher's Village West, Diliman, Q.C.	921-8053/921-3893 921-4389 (fax)	wlb@philonline.com.ph mrgm@edsamail.com.ph womenslegal@edsamail.com.ph
Department of Environment and Natural Resources	Texon, Juliet U. <i>Chief, Project Development and Evaluation Division, Planning and Policy Office</i> Mojica, Llarina S. <i>Project Development Officer III</i>	Visayas Avenue, Quezon City	928-9737 (tf)	llarinam@yahoo.com julietex@yahoo.com pdedps@yahoo.com
Department of Agriculture	Natural, Nieva T. <i>PEO III</i>	Elliptical Road, Diliman, Quezon City	920-2870 920-4078 (f)	manieva@eudoramail.com
U.P. CSWCD	Ofreneo, Dr. Rosalinda P. <i>Professor, Department of Women and Development Studies, College of Social Work and Community Development</i>	Diliman, Quezon City	929-2477 929-8438 (f)	ofreneo@info.com.ph
Reproductive Right Resource Group	Padilla, Atty. Clara Rita <i>Member, Steering Committee</i>	Unit 902 Landsdale Tower 86 Mother Ignacia, Quezon City	411-2507	padillaclara@yahoo.com
SENTRO/QC PROGAD	Palma, Mary Ruby M. <i>President, SENTRO; Coordinator, PROGAD</i>	Quezon City	434-5303 434-5300 (f)	
Department of the Interior and Local Government	Panadero, Assec. Austere <i>DILG, Assistant Secretary for Human Resources Development</i>	A. Francisco Gold Condominium II EDSA cor. Mapagmahal St., Diliman, Quezon City	925-0361	
DOH	Recidoro, Zenaida Dy <i>Supervising Health Program Officer</i>	San Lazaro Cmpd., Sta Cruz, Manila	711-6130	zeny@edsamail.com mchs@doh.gov.ph
CAPWIP	Rikken, Remedios I. <i>Director for Operations</i>		832-2112	rikken@info.com.ph
Galing Pook Foundation	Rodriguez, Luz L. <i>Executive Director</i>	Unit 1604 Jollibee Plaza, Emerald Avenue, Quezon City	687-1347/8	llr_gpf@nwave.net
WEDPRO and CATW	Santos, Aida F. <i>GAD Consultant; Member, Board of Trustees (Women's Education, Development, productivity Research and Advocacy Organization [WEDPRO and Coalition Against Trafficking in Women [CATW]])</i>	Quezon City	421-4882 (WEDPRO) 722-0855 (CATW)	afs@pacific.net.ph

Organizational Affiliation	Name & Position	Office Address	Office Tel. No.	Email address
U.P. Center for Women Studies	Sobritchea, Dr. Carolyn <i>Director, UP-CWS; Professor, Asian Studies</i> Del Rosario, Dr. Rosario <i>Project/Deputy Director, Training and Outreach</i>	Magsaysay cor. Ylanan St., Diliman, Quezon City	920-6950 920-6880 (tf) 920-6880 929-8438(f)	carolis@attglobal.net sario_bona@hotmail.com
U.P. National College of Public Administration and Governance	Tapales, Dr. Proserpina D. <i>Professor, National College of Public Administration and Governance (NCPAG)</i>	Diliman, Quezon City	928-3861 (tf)	ptapales@cpc.upd.edu.ph
U.P. CSWCD and PARTNERS Int't	Torres, Dr. Amaryllis T. <i>Professor of Community Development, UP College of Social Work and Community Development President – PARTNERS Int'l.</i>	Diliman, Quezon City	456-0355/932-8229 (fax)	attorres@yahoo.com
United Nations Development Fund for Women (UNIFEM)	Valdeavilla, Ermelita V. <i>Institutional Capacity Building Expert</i>			ermie.valdeavilla@undp.org
Bureau of Women and Young Workers – Department of Labor and Employment (BWYW – DOLE)	Valiente, Irma S. <i>Chief Labor and Employment Officer</i>	2F Velco Center, Port Area, Manila	528-0112 527-2457 (f)	bywydole@hotmail.com bywy@hotmail.com
Partners International, Inc.	Villanueva, Marilyn M. <i>Assistant Treasurer, BOT and Project Officer</i>	22 Kalaw-Ledesma Circle, Tierra Verde, Tandang Sora, Quezon City	456-0355/928-2889	mayen54@hotmail.com
PILIPINA	Yang, Elizabeth U. <i>National Coordinator</i>	Rm. 303 PSSC Bldg., Commonwealth Avenue, Quezon City	927-6349 (tf)	pilipina@codwan.com.ph

B. NON-GOVERNMENT ORGANIZATIONS INVOLVED IN GENDER WORK

Name	Address/Telephone no.	Programs/Services
Alalay sa Kaunlaran sa Gitnang Luzon, Inc.	582 Maharlika Highway Cabanatuan City 3100 Tel. No. (044) 463-12-46/ 463-51-79 E-mail: askai@mozcom.com Rolando B. Victoria (Executive Director)	Consultancy services, community mortgage program, capital build-up program, emergency fund, mutual aid fund, savings and loan association program, marketing program, prison fellowship, and international project.
ARUGAAN	Maalalabanin St., Teacher's Village Diliman, Quezon City Tel. No. 426-39-18 Fax No. 922-51-89 Ines Fernandez (Executive Director)	Livelihood for women, child friendly crèche, food security, indigenous health care, breastfeeding, counseling, and traditional therapeutic massage.
Asian Indigenous Women's Network	P.O. Box 1775, Baguio City based with Tebtebba Foundation Tel. No. 444-77-03 Fax No. 443-94-59 E-mail: HYPERLINK mailto:bas@skynet.net Bernice A. See (Network)	Networking
Asian's Women's Human Rights Council (AWHRC)	# 41 Fil-Garcia Building, Kalayaan Avenue, Diliman, Quezon City, Phils./ P.O. Box 1013, Citimall U.P. Diliman, Quezon City Philippine Office Tel. No. 924-64-06, 924-63-81 House No. 921-10-44, 433-82-81 E-mail: awhrc@phil.gn.apc.org Nelia Sancho (Coordinator)	Advocacy for the rights of comfort women and prostituted women, community-based crisis intervention program, micro-credit, assertiveness training and counseling.
Balay Inc., Tacloban Extension Office	2nd floor, Tonado Apt., 3rd St., Sampaguita, Tacloban City Tel. No. 321-20-49 Eric N. Aseo (Coordinator)	Relief assistance and Human rights service
Brokenshire Community Health & Development Center	Madayo Hill, Davao City 8000 Tel. No. 224-1214 Fax: 221-4456 e-mail: bitmi@interasia.com.ph Susan Eleonor S. Claro. (Program Director)	Organizing, organizational management, research, skills training on livelihood (IGPs), traditional medical health skills, and advocacy (VFA & effects on women, IP Ecology on women, national health insurance program, privatization of health care, and AIDS-RTI).

Name	Address/Telephone no.	Programs/Services
Caritas Manila, Inc. (Morning Glory Program)	2002 Jesus St., Pandacan, Manila Tel. No. 564-1831 local 205 Mgr. Francisco G. Tantoco, Jr. (Dir. Monsigneur)	Community organizing, training, parish empowerment, special projects on land housing, educational assistance program, medical and dental program, crisis intervention, emergency relief and rehabilitation, placement center, paralegal assistance, advocacy, home for the elderly, research and publication, and HIV/AIDS information.
Center for Alternative Development Initiatives (CADI)	110 Scout Rallos St., Timog, QC Tel. No. 928-3986 Fax: 928-7608 e-mail: Cadi@phil.gn.apc.org Nicanor Perlas III (President)	Sustainable development (research policy advocacy on PPGD 21), cultural renewal (alternative education policy advocacy), relationship of culture to economy, civil society (capacity building, education on development framework and advocacy), promoting SID (credit banking and livelihood), associative economic and alternative approach for free market, sustainable agricultural development (training on farming), and networking.
Center for Asia-Pacific Women in Politics (CAPWIP)	Philippine Social Science Council Building Don Mariano Marcos Avenue, Quezon City Tel. No. 922-96-21 loc. CAPWIP Fax No. 456-19-23 Dr. Rosalinda Tidalgo Miranda (Executive Director)	Organizing, networking, training, research and publication
Center for Child Advocacy, Inc.	12 th Floor, PDCCP Bank Center Alfaro cor. Herrera Sts. Salcedo Village, Makati Tel. No. 819-0961/819-1323 Fax 813-0260 Atty. Jose Maria Ochave (Executive Director)	Legal services, legal counseling, advocacy (council for the welfare of children), and seminars and lectures on law.
Center for Legislative Development (CLD)	Rm. 217 PSSC Bldg. Commonwealth Ave., Quezon City Tel. No. 927-40-30 Fax No. 927-29-36 E-mail: cld@info.com.ph Dr. Socorro L. Reyes (President/Executive Director)	Gender training, leadership training, legal advocacy, and advocacy in VAW, sexuality, reproductive rights/health and gender equality
Center for the Prevention and Treatment of Child Sexual Abuse	37-B Tomas Morato Quezon City 1100 Tel. No.: 721-48-20 (18), 414-47-61 Fax No.: 411-01-36 Ms. Gigi Hiponia (OIC: Advocacy)	Advocacy, prevention treatment, research, and referral

Name	Address/Telephone no.	Programs/Services
Center for Women's Resources (CWR)	127-B Scout Fuentebella St., Brgy. Sacred Heart, Quezon City Tel. No. 929-87-91 E-mail: cwgrl@philonline.com.ph Gertrudes Ranjo-Libang (Executive Director)	Education and training, publications, library and databank, research, networking, organizing local and international conference, and consultancies (i.e., gender planning and program development, organizational diagnosis and desktop publishing)
Childhope Asia - Phils.	1210 Peñafrancia St., Paco, Manila Tel. No. 563-22-42, 563-46-47 Fax No. 563-22-42 Ms. Teresita Silva (Regional Representative)	Education on the streets, community mobilization against child prostitution, foster care, and research
Child and Family Services Phils., Inc.	11 Manzanillo Subd., Easter Road Baguio City 2600 Tel. No. (074) 442-67-62 / (074) 443-67-04 Fax No. (074) 442-61-56 Mr. Ray Dean Salvosa (President & CEO)	Family counseling, education and training
Consulting Team, Inc.: Bread for the World	51 Mapagbigay St., Central District, Quezon City Telefax No.: 922-77-91 Tel. No.: 434-29-34 John Mark Cajuat (Program Director)	Provides management services and Training bookkeeping
Cordillera Task Force on Violence Against Women	362 EDNCP Bldg., Magsaysay Avenue, Baguio City Tel. No.: 445-43-95 Fax No.: 442-84-32 E-mail: ctfmw.skyinet.net Lyn B. Madalang (Executive Director)	Organizing, training and education, direct service, and research and documentation
Cordillera Women's Education Research Center	16 Loro St., Dizon Subdivision Baguio City Tel. No.: (074) 443-55278 Cynthia Dacanay (Executive Director)	Training, organizing, research and publication
Gender and Development Inter-Agency Committee	New Capitol, San Jose, Antique Evelyn Mabandog (Provincial Women's Desk Coordinator)	Gender training, lobbying and networking, domestic violence identification treatment, advocacy on gender awareness, and legal advocacy.
Institute of Social Studies & Action (ISSA)	#10 Malumanay St., Teacher's Village Diliman, Quezon City Telefax No. 921-74-51 Rowena Alvarez (Executive Director)	Family planning, research on women's reproductive health, training and policy advocacy, home visitation, organizing, HIV/AIDS information, HIV/AIDS/STD education and care, referral service, counseling, and medical services

Name	Address/Telephone no.	Programs/Services
Jireh Children's Home Philippines Faith Mission	<i>Magsaysay, Castillejos 2208, Zambales Rev. Joel Alviar (Executive Director)</i>	Moral and spiritual guidance, nutrition and health care, formal education, educational sponsorship, and skills training in agriculture and livestock-raising
Kababaihan Laban sa Karahasan (KALAKASAN)	<i>P.O. Box 155, Central Post Office Quezon City 1102 Tel. No. 921-22-22 Fax No. 921-09-55 Stella de Dios (Director)</i>	Counseling (para-legal and peer), hotline service, referral, and support group organizing
Katipunan ng Kababaihan para sa Kalayaan	<i>41 Maginhawa St., U.P. Village, Diliman, Q.C. Tel. No. 921-01-79, 921-80-06 Fax No. 435-20-19 Riza Faith "Ritchie" Ybanez (Chairperson)</i>	Feminist school, cultural and artistic presentation/workshops, research and publications, organizing women's support group, networking, and legal policy advocacy
LESBOND	<i>c/o CWERC #12 Loro St., Dizyon Subdivision Baguio City Julie Palaganas/Dana Viernes</i>	Advocacy and education/trainings
Leyte Family Development Organization	<i>Lot.11, Blk. I Talipapa V&G Subd. Tacloban City Tel. No. 523-26-53 Kerenhappuch N. Sampayan (Program Manager)</i>	Family planning, counseling, medical services, gender training, credit facility, leadership training, and life planning
Lihok – Pilipina, Inc.	<i>102 P. del Rosario Extension Cebu City Tel. No. 254-8092 Fax: (032) 254-8072 e-mail: lihok@durian.edu.ph Mrs. Tess B. Fernandez (Executive Director)</i>	Livelihood training, credit facility/small business, legal assistance, legal services, legal advocacy, organizing, para-legal counseling, shelter/half-way house, skills training on livelihood and income generation, research on VAW, advocacy (VAW, child abuse, consumers watch, and water and sanitation), informal education, and staff development.
Linangan ng Kababaihan (LIKHAAN)	<i>92 Times St., West Triangle, QC Tel. No. 411-3151/454-9674 Fax: 411-3151 Dr. Sylvia Estrada-Claudio (Executive Director)</i>	Free consultation/check-up, cheap supply of important medicine and herbal medicine, vaccination, first aid for emergency cases, referral service, medical assistance, medical services, prepartum and postpartum care for pregnant women, family planning, reproductive health care, shelter/half-way house, counseling, and community based medical mission.
Mainland Development Center	<i>707-4 de Claro Building Quezon Boulevard, Davao City 8000 Telefax: (082) 227-7633 Luzviminda B. Salcedo (Executive Director)</i>	Domestic violence identification treatment, credit facility, gender sensitivity training, leadership training, livelihood training, legal advocacy, care for caregivers, day care, drama in education and children's theater, home visitation, research, lobbying and networking, and nutrition education/advocacy

Name	Address/Telephone no.	Programs/Services
Maralitang Kababaihan para sa Kalayaan (MAKALAYA) □	<i>Rm. 232 LTM Building, Romarosa Townhomes Luzon Avenue, Quezon City Tel. No. 951-70-62, 932-86-19 Fax No. 921-47-99 Violy Morillo (Chairperson)</i>	Organizing, education, training, advocacy, campaign, publication, advocacy and services on violence against women, financial program, and networking.
Missionaries of Charity	<i>Kalipayan Road, Sagkahan, Taaloban City □ Tel. No. 325-7013 □ Sister Mary Pilarica, MC (Directress)</i>	AttendS to the needs of the poor and very sick women and men and malnourished children
Mother Rita Homes Association	<i>Brgy. Look, Sitio Lugam, Malolos, Bulacan Ms. Julie Jimenez (Organizer)</i>	Housing, income generating projects/livelihood projects, daycare and nutrition, water system, and zero waste sanitation
Muslim-Christian Religious Women Dialogue for Peace and Life	<i>Dept. of Filipino and Other Languages Mindanao State University, Marawi City Filomena S. Viñas</i>	Sustains activities for unity and understanding between Muslims and Christians
Nagkakaisang mga Tribu ng Palawan (NATRIPAL)	<i>69 Macasaet cor., Abad Santos St., 5300 Puerto Princesa City Mrs. Dionesia O. Banua (Project Manager)</i>	Advocacy of IP rights, resource management and conservation, and enterprise development community organizing
Neighborhood Business Association	<i>2nd Floor, APN Building, 172 A. Mabini St., Maypajo, Caloocan City Tel. No. 285-48-04, 285-48-11 Frank Renandino (Program Director)</i>	Loans, capital build-up, management training, skills training, and business development.
Pearl S. Buck International	<i>Prudential Bank Bldg., 5th Floor 1377 A. Mabini corner Sta. Monica St., Ermita, Manila Fax No. 526-02-870 E-mail: psbsc@globe.com.ph</i>	Health, education, livelihood, psycho-social protection, and adoption
Philippine Nurses Association - Baguio City Chapter	<i>Upper Session Road Baguio City (Beside Baguio Fiesta) Tel. No. 443-76-76 Dr. Erlinda Castro Palagaras (President)</i>	Donations, educational sponsorship, HIV/AIDS information, family planning, leadership, medical assistance, medical services, referral services, care for caregivers, counseling and networking.
PLAN International	<i>6th Floor, N & M Building 1184 Chino Roces Avenue Makati City Tel. Nos. 890-7620/890-7623/874-7450/896-4259 Fax: 890-7624 Ms. Patricia Ray (Program Support Manager)</i>	Educational assistance, educational sponsorship, medical services, nutrition education/advocacy, parental counseling, skills training on livelihood and income generation, vocational technical skills training, credit facility/small business loans, funding support, and networking.

Name	Address/Telephone no.	Programs/Services
Pundok sa Hilagang Kababayen-an	<i>Sentro sa Kabilingban St., Theresa's College Compound Gen. Maxilion St., Cebu City Tel. Nos. 253-2199/253-9584 Sr. Ma. Belen "Mabe" Alcoseba, ICM (Coordinator)</i>	Counseling, domestic violence identification treatment, gender sensitivity training, legal services, networking, organizing, education on VAW, leadership training, lobbying, and networking.
Redemptorist Women's Desk	<i>Bajada, Davao City 8000 Tel. No. 221-7076 Betty A. Tagaytay (Women's Desk In-Charge)</i>	Leadership training, livelihood training, legal assistance, and medical assistance.
Sampalok Bible Church	<i>958 C. Lerma St., Sampalok, Manila Tel. Nos. 736-0817/735-5792/735-5794 Rev. Roberto Sanchez (Senior Pastor, Project Director)</i>	Drop-in shelter, educational sponsorship, educational assistance, and temporary residential care.
St. Paul College - Manila Community Extension Services	<i>680 Pedro Gil, Malate, Manila Tel. No. 524-56-87 Ms. Rosalinda Rubias - CES Center Coordinator</i>	Credit facility/small business loans, educational assistance, home visitation, informal education, leadership training, livelihood training, family planning, and victims of disasters/torture.
TAMBUYOG Development Center	<i>Rm. 108 - Phil. Social Science Center Commonwealth Avenue, Diliman, Quezon City Tel. No. 456-19-07 Fax No. 926-44-15 E-mail: tambuyog@skynet.net Internet wbpage:http://www.skynet/users/tambuyog/index.html Ms. Rebecca Rivera (Executive Director)</i>	Sustainable Coastal Area Development (SCAD) program, gender and development, SCAD support CBCRM, the Info Bank Lundayan Journal, policy research and advocacy.
Technical Assistance Center for the Development of Rural & Urban Poor (TACDRUP)	<i>20-A Valdeveso Bldg. Ecoland Drive, Ecoland, Davao City Tel. No. 296-1770 to 71 Fax No. 296-1102 Virgie L. Quiñanola (Admin. Staff)</i>	Gender sensitivity training, informal education, livelihood training, media advocacy campaign, networking, organizing, skills training on livelihood and income generation projects, linkaging and networking, and production dissemination of information materials.
The Little Children's Home	<i>6 Limayway St., Taytay, Rizal Tel. No. 658-4231 Fax No. 658-4706 Dennis Gunderson (Executive Director)</i>	Residential services (long, medium, and short term).

Name	Address/Telephone no.	Programs/Services
Women's Crisis Center	<i>c/o Project Haven Penthouse East East Avenue Medical Center 63-B Madasalin St., Sikatuna Village, Quezon City Tel. No. 921-67-83, 435-27-11, 924-93-15 Fax No. 922-52-35</i>	Crisis counseling, feminist counseling, temporary shelter for abused women, policy advocacy, organizing and social mobilization, public education and training, stress management program, survivors support groups, medical assistance and advocacy programs, research, documentation and publication, and consultancy services.
Women's Educational Development, Productivity & Research Organization (WEDPRO), Inc.	<i># 14 Maalalabanin St., Teacher's Village, Diliman, Quezon City Tel. No. 433-60-45 Fax No. 921-70-53 E-mail: WEDPRO@phi.gn.apo.org Lyn Erpelo (Officer-in-Charge)</i>	Education and training, care for caregivers, credit facility/small business loans, day care, HIV/AIDS information, HIV/AIDS and STD education and care, hotline service, informal education, media advocacy campaign, organizing, and skills training; livelihood and income generation project.
Women's Media Circle (WMC)	<i>151-A Mahiyain cor. Maamo St., Sikatuna Village, Quezon City Tel. No. 924-49-45, 921-22-22 Fax No. 921-09-55, 911-62-39 E-mail: WOMEDIA@phil.gn.apc.org Anna Lea Sarabia (Executive Director)</i>	Media advocacy campaign, gender training, sex education, and peer counseling
Young Women's Christian Association (YWCA) of Manila, Inc.	<i>1144 Gen. Luna St., 1000 Ermita, Manila Tel. No. 523-65-13, 525-60-65 Fax No. 525-44-89 Dr. Paraluman Giron (President) Lourdes B. Ferrer (Executive Director)</i>	Leadership development, social and economic justice communications, program support system, credit facility/small business loans, informal education, leadership training, livelihood training, networking, nutrition education/advocacy, educational assistance, emergency shelter, food assistance, referral services (medium and short term), skills training; livelihood and income generation project, vocational technical staff training, counseling, and support group organizing.

PEOPLE'S ORGANIZATION

Name	Address/Telephone no.	Programs/Services
Babae-Ka (Nueva-Ecija)	<i>c/o SARILAYA 58-F, K-8th, Kamias, Q.C. Telefax No.: 928-34-74 Angelita Magat (Organizer)</i>	Community organizing, counseling, credit facility/small business loans, gender sensitivity training, leadership training, legal assistance, lobbying and networking, livelihood training, research, organizational management, skills training: livelihood and income generation projects, and advocacy on migrant women to be back in the mainstream.
BPB-AGAPE	<i>Bulilan Sur, Pila, Laguna Evangelyn Mendoza</i>	Education, socio-economic, organizational management, leadership training, and agrarian struggles and mobilization.
Kababaihan sa Komunidad para sa Kaunlaran (KKK), Inc.	<i>58F K-8th, West Kamias, Quezon City Telefax No. 928-34-74 E-mail: Vickriz@mailcity.com Ms. Gloria Buenaventura (Secretary General)</i>	Organizing, educational assistance, gender sensitivity training, advocacy of women issues, daycare, research (PRA), medical service, referral service, informal education, skills training (livelihood and income generation projects), and advocacy (VAW, reproductive rights/health)
KAIBACA	<i>c/o Minda V. Upalda BALAI #49 Durian St., Project 2, Quezon City Minda V. Upalda</i>	Health services, socio-economic (credit/consumers cooperative), education, advocacy (health, gender equity, land for farming/housing), and organizing
Kababayan-an Alang sa Teknolohiya ng Haum sa Kinaiyahan ng Kauswagan (KATAKUS), Inc	<i>700-A Jacinto St., Davao City Tel. No. (082) 221-8157 Fax: (082) 221-8114 Betty More (Coordinator)</i>	Organizing, organizational management, gender sensitivity training, leadership training, and livelihood training.
Katipunan ng mga Bagong Pilipina (KaBaPa)	<i>26 S. Pascual St., Malabon, Metro Manila Tel. No. 281-21-95 Trinidad M. Domingo (National President)</i>	Organizing, trainings/seminars, socio-economic projects, lobbying and advocacy
Kauswagan Community Social Center	<i>Talambas, Cebu City Telefax: 345-8151 e-mail: myson@mozcom.com Dr. Melano Y. Sanchez and Purita N. Sanchez (Project Coordinator)</i>	Networking, HIV/AIDS education and care, family planning, gender sensitivity training, lobbying and networking, media advocacy campaign, advocacy on women's rights/issue, credit facility/small business loans, adoption services, para-legal counseling, and domestic violence identification/treatment.
LIKATA	<i>c/o IPC #33 Gen. Luna St., Infanta, Quezon Dalen P. Valenzuela, Aurora Divina</i>	Health services

Name	Address/Telephone no.	Programs/Services
NADAMANA	<i>AGAPE Sambat - Bulilan Sur, Pila, Laguna Evangelyn Mendoza</i>	Agrarian reform land for housing, and organizing
NLTKPI	<i>Area D, GMA Cavite (new) Angie Rosales</i>	Socio-economic projects
Samahan ng Kababaihang Nagkakaisa sa Brgy. Salud, Inc. (SKNBSI)	<i>Bgy. Salud, GMA, Cavite or 58F, K-8th, Kamias, Quezon City Telefax No. 928-34-74 Rebecca Ventura (President)</i>	Education and health projects, counseling, day care, educational assistance, food assistance, financial aid, gender sensitivity training, home visitation, leadership training, medical assistance, research, advocacy on VAW and gender equality, organizing, and skills training: livelihood and income generation project.
SIKAP	<i>Bgy. Pulido, Ext., GMA, Cavite Aurora Labendia</i>	Land for housing, and income generation.
SINTA	<i>#34 Centro I, Sta. Barbara, Victoria, Tarlac</i>	Agrarian reform, socio-economic, and education training.
St. Francis Women Organization	<i>Mabolo, Malolos, Bulacan Tel. No. (044) 791-57-37 Patricia Fe Gonzales (Chairperson)</i>	Credit facility /small business loans (coop system), mortuary (damayan) and skills training: livelihood, income generation projects, and consumer education.
SMMSC	<i>Bgy. San Celestino, Lipa, Batangas Maxima Malaluan</i>	Agrarian reform, and economic upliftment
Tanauan Council of Women	<i>Tanauan, Leyte Tel. No. 322-4010 Olive Tin (President)</i>	Advocacy on health and reproductive rights.
UNLAD	<i>Bgy. Imelda, Palayan, Nueva Ecija Margie Lacanilao</i>	Agrarian reform, women organizing, and health service.

COALITIONS

Name	Address/Telephone no.	Programs/Services
Coalition Against Trafficking of Women in Asia and the Pacific (CATWAP) - Phils.	<i>Suite 406 Victoria Condominium, 41 Annapolis St., Greenhills, Metro Manila Tel. No. 722-08-59, 721-60-46 Fax No. 722-07-55 Aurora De Dios (Executive Director)</i>	Education and training, organizational development and core group building, research, documentation and publication, networking, policy advocacy and campaigns, and referral on trafficking cases.
Coalition of Ormoc Women (COW)	<i>St. Benedict Socio-Pastoral Center Ormoc City Tel. No. 255-4391 Sister Carmela Mitaran (President)</i>	Education, health services, value formation, human rights promotion, ecology, and socio-eco-political and cultural issues.

Name	Address/Telephone no.	Programs/Services
Freedom from Debt Coalition -- Leyte Island Chapter	<i>34 Matiaga St., Central District, Diliman, Quezon City Tel. No. 924-63-99 Fax No. 921-43-81 E-mail: fdc@skynet.net Ms. Ma. Teresa Diokno Pascual (President)</i>	Policy analysis and research, popular education (pop-Ed), media and publications, internal desk and membership, mobilization committee, and gender sensitivity training
Gabriela National Women's Alliance	<i>35 Sgt. Delgado Street, Roxas District, Quezon City Tel. Nos. 371-23-02/ 374-34-51 Ms. Liza Maza (Secretary Manager)</i>	Organizing, networking, and education and training
SARILAYA	<i>58 F K-8th, West Kamias, Quezon City Telefax No. 928-34-74 Ms. Luzviminda Santos, Pat Gonzales, Aleli Marcelino (Co-Chairpersons)</i>	Education, gender sensitivity training, organizing, leadership training, credit facility (rice marketing, laundry service rummage sale), gender research (PRA), and advocacy (food security & women against trade liberalization, VAW (Migrant women), legislative advocacy on Pro-women Law.

FOUNDATIONS

Name	Address/Telephone no.	Programs/Services
Adoptive Families Foundation	<i>LG 53 Cityland dela Rosa Condominium 7648 dela Rosa St., Makati City Telefax: 810-4042 Ms. Luz Sonido</i>	Adoption promotion and education, advocacy, membership development and services, Public service, and counseling services.
Aksyon Agad Foundation, Inc.	<i>73 Aguirre St., Phase 5, Zone 11 Pilar Village, Las Piñas City Tel. No. 806-7941 Fax: 813-4439 Teresita Tabumar (Social Worker)</i>	Scholarship assistance, and residential care (short term)
Children's Laboratory for Drama in Education Foundation	<i>31 Antoinette St., Parkway Village Frisco, QC Tel. No. 361-4470 Fax: 361-4480 Irene Fonacier Fillicon (Executive Director)</i>	Day care, educational assistance, emergency shelter, medical services, parental counseling, psychiatric/psychological treatment counseling, residential services (short term), skills training on livelihood and income generation, vocational technical skills training, treatment rehabilitation (domestic violence, mentally or physically impaired, sexual abuse/exploitation, substance abuse), and training.

Name	Address/Telephone no.	Programs/Services
Development of People Foundation, Inc.	<i>River Village, km. 5, Bajada Davao City Telefax; (082) 227-7714 Lyda I. Canson (Project Director)</i>	Domestic violence identification treatment, drama in education and children's theatre, family planning, gender sensitivity training, home visitation, informal education, leadership training, legal advocacy, livelihood training, lobbying and networking, media advocacy and campaign, medical assistance, nutrition education/advocacy, research advocacy on reproductive health rights, organizing, referral service, and skills training on IGPs.
ERDA Foundation, Inc.	<i>66 Linaw St., Quezon City 1114 Tel. No.: 732-78-15, 732-43-27, 712-46-10 Fax No. 732-31-98 Father Pierre Tritz (President)</i>	Advocates children's rights, organizing, credit facility/small business loans, food assistance, medical assistance/services, shelter half-way house, skills training: livelihood and income generation projects, lobbying and networking, home visitation, educational assistance sponsorship, livelihood training, and networking
Foundation for Huwomany-Centered Development, Inc.	<i>14 Quimson Subd., Road, Baguio City Tel. No. 443-83-78 Fax No. 443-98-24 E-mail: huwomany@skynet.com Prescila Tulipat (Program Coordinator)</i>	Integrated rural development program, women inland development program, people centered health care program, back to your community program, organizational affiliations, and networking.
Guiuan Development Foundation, Inc.	<i>117 P. Zamora St. Tacloban City 6500 Tel. No. (053) 325-62-92 Margarita T. De la Cruz (Executive Director)</i>	Financial aid, medical services, referral services, organizing, organizational management, gender training, livelihood, and skills training
House of Refuge Foundation, Inc.	<i>1848 Cambridge St., Provident Village Marikina City Tel. No. 941-4476 Fax: 942-0714 Zerilda Cunanan (Directress)</i>	Emergency shelter, residential services (short, medium and long term), training, and networking.
Kaisahang Buhay Foundation	<i>#56 10th Avenue, Cubao, Quezon City Tel. No. 912-1159/911-4180 Fax: 912-1160 Gloria Gonzales Lim (Executive Director)</i>	Adoption services, day care, emergency shelter, foster care, nutrition education/advocacy, parental counseling, residential services (long term), skills training on livelihood and income generation, residential care, legal rights and legal services for children, and networking.
Kanlungan Center Foundation, Inc.	<i>#77 K-10 Kamias, QC Tel. No. 928-2384 e-mail: kcfc@pbilonline.com Miriam Tugavin (Coordinator)</i>	Counseling, support for other needs of returning overseas Filipino women workers, research on OCW's, and advocacy (policy change, comprehensive programs, Steven Johnsons syndrome, VAW, include officers of agencies as legally responsible).

Name	Address/Telephone no.	Programs/Services
MAZ-UGMAD Foundation, Inc.	<i>Rm. 41, 4th Floor Ted Maureza Building Ramos St., Cebu City Tel. Nos. 412-5617/253-3474 Fax: 813-4439 Teresita Tabumar (Social Worker)</i>	Counseling, domestic violence identification/treatment, credit facility, family planning, gender sensitivity training, informal education, research on family planning, advocacy (land tenure, gender issues, water, livelihood), livelihood training, and financial management
MERCIPHIL Foundation, Inc.	<i>#120 Javellana St., Lapaz Plaza Iloilo City Telefax 320-1669 e-mail: mdfi-ilo@mozcom.com Zaldy V. Barotil (Area Director)</i>	Credit facility, lobbying and networking, media advocacy campaign, and advocacy (domestic violence, crisis center for women and children).
METSA Foundation, Inc.	<i>Km. 20 Los Amigos, Tugbok District Davao City 8000 Tel. No. (082) 293-0219 Anita Morales (Program Manager)</i>	Credit facility, day care, family planning, gender sensitivity training, HIV/AIDS information, HIV/AIDS/STD education and care, trainings, youth health camp, income generating projects/socio-economic projects, women health camp, advocacy (VAW, STD, VFA), and nutrition education/advocacy.
Munting Tahanan Apostolate Foundation, Inc.	<i>Balnag, Bataan Tel. No. (047) 237-2584 Fax: (047) 791-1207 Rev. Father Pol Arana (Director Chaplain)</i>	Residential services (long term).
Museo Pambata Foundation, Inc.	<i>Roxas Boulevard cor. South Drive, Manila Tel. No. 523-17-97 to 98 Fax No. 522-12-46 Ms. Nina Lim-Yuson (Executive Director)</i>	Children's museum, education and training
Process Foundation Panay, Inc.	<i>#31 Avanceña St., Molo Iloilo City Tel. No. 337-7386/508-7541 Fax 337-7386 e-mail: process@iloilo.net Wilfredo S. Homicillada (Executive Director)</i>	Credit facility, family planning, gender sensitivity training, HIV/AIDS information, HIV education care, leadership training, legal advocacy, livelihood training, lobbying and networking, organizing, organizational management, skill training, and advocacy on productive and reproductive rights.
Relief and Children's Alternative Program (RECAP) Foundation, Inc.	<i>1492 Briz Tagum City 81DO Phils. Tel. No. (084) 400-15-42 Zelda Galagala (Executive Director)</i>	Advocates children's rights, immediate need assistance, health assistance, livelihood assistance, psychological relief assistance, and public relation and liaisoning.

Name	Address/Telephone no.	Programs/Services
Runggiyan Social Development Foundation, Inc.	414 Singraw Henee Real St., Sagkalan Dist., Tacloban City Tel. No. (053) 523-59-03 E-mail: HYPERLINK mailto:runggi@malcom.com Prilina Lainsin-Nayra (Executive Director)	Educational sponsorship, counseling, emergency shelter, family planning, gender training, HIV/AIDS information, home visitation, livelihood training, and networking.
TEBTEBBA Foundation	111 Upper Gen. Luna Road, Agpaoa Compound, Baguio City Tel. No. 444-77-03 Fax No. 443-94-59 E-mail: Tebtebba@skynet.net Victoria T. Corpuz (Executive Director)	Networking, advocacy and campaigns, maintain a resource center and research, documentation and publications.
Virlanie Foundation, Inc.	1 Mola St., cor. Sunrise Avenue La Paz Village, Makati City Tel. No. 896-31-12, 897-00-05 Fax No. 897-25-84 Ms. Arlyne Fernandez (Program Manager)	Shelter for disadvantaged children, counseling, credit facility/small business loans, educational assistance, educational sponsorship, emergency shelter, foster care, foster home care, informal education, livelihood training, family planning, media advocacy campaign, medical services, psychiatric/psychological treatment/counseling, shelter/half-way house, skills training: livelihood & income generation project, skills training on vocational technical staff, unwed mothers: residential care/counseling, and residential services (short term, medium term and long term) such as medical services, psychological testing, maternal and child care skills development, spiritual enhancement/renewal, livelihood skills development, social communications skills development, legal services, casework, group work, community participation and skills development, others, including scholarship, transportation and after care services.
Women's Health Care Foundation	1589 Quezon Avenue, Quezon City Tel. No. 924-07-17, 929-94-92 Fax No. 924-07-17 Gladys Malayang (Executive Director)	Counseling, domestic violence identification/treatment, family planning, gender training, HIV/AIDS information, HIV/AIDS/STD education and care, home visitation, informal education, leadership training, legal advocacy, legal assistance, legal services, lobbying and networking, media advocacy campaign, medical assistance, medical services, nutrition education advocacy, organizing, organizational management, parental counseling, peer counseling, referral service, sex education and counseling, victims of disaster torture, quality health services, training and community organizing.

Name	Address/Telephone no.	Programs/Services
World Vision Development Foundation	#555 Maginhawa St., UP Village Diliman, Quezon City Tel. No. 927-0676-79/929-0901 Fax: 921-0195 e-mail: pbl-nrd@wvi.org Evita Perez (Executive Director)	Educational assistance, educational sponsorship, home visitation, medical services, nutrition/education advocacy, parental counseling, skills training; livelihood and income generation, skills training on vocational technical staff, victims of disaster torture, training, networking, and organizational management.

INTERNATIONAL ORGANIZATIONS

Name	Address/Telephone no.	Programs/Services
APPEND	Unit A 1557 K-6 th St., East Kamias Quezon City Tel. Nos. 434-7113/925-2573 Fax: 434-9551 Teresita Tabumar (Social Worker)	Project management, bridge financing loans, and capacity institution building.
KAISAMPALAD, Inc.	Unit #336 Eagle Court Condominium 26 Matalino St., Brgy. Central, Quezon City P.O. Box 2379, Q.C. Post Office Telefax No. 921-75-42 Mayette Senga (Executive Director)	Fund facility for food security-related projects, policy advocacy on food security and fair trade at the grassroots level, capability building activities (gender training, training in financial management, bookkeeping), creation of “Code of Conduct” on fair trade, and emergency food aid activities.
Save the Children Fund -UK	30 Scout Tuason, Quezon City Fax No. 372-34-84 E-mail: scf2@psbn.org.ph or 100440, 1500@compusern.com Rowena Cordero	Early childhood care and development, resource center ECCD training, resource center in children, child rights training, disaster response promotion of the UN Convention on the Rights of the Child (UNCRC), and advocacy on girl child.
Save the Children –US	MH del Pilar St., JBLF Compound Molo, Iloilo City Telefax No. 335-0575 Diosdado Mendoza (Program Manager)	Credit facility, care caregivers, day care, gender sensitivity training, gender and development, informal education, educational assistance, educational sponsorship, research, advocacy (equality of work, promotion of need of girl child), networking, leadership training, and lobbying and networking.

GOVERNMENT ORGANIZATIONS

Name	Address/Telephone no.	Programs/Services
Commission on Human Rights – Region VI	<i>1st Floor DD Road House, Gen. Luna St. Iloilo City 5000 Telefax: (033) 337-8019 Atty. David M. Bermudo (Regional Human Rights Director)</i>	Domestic violence identification/treatment, financial aid, gender sensitivity training, leadership training, legal assistance, legal service, lobbying and networking, media advocacy campaign, para-legal counseling, and organizing.
Council for the Welfare of Children	<i>#10 Apo St., Sta. Mesa Heights, Quezon City Tel. No. 743-8375 Fax 743-8374 Divina P. Caalim (Director)</i>	Livelihood training, management and financing assistance for agro-based livelihood projects undertaken by organized farmers/fisherfolks, Grameen Bank Replication Program, nutrition program in terms of food production.
Department of Agriculture	<i>DA Building Elliptical Road, Quezon City Circle</i>	Livelihood training, management and financing assistance for agro-based livelihood projects undertaken by organized farmers/fisherfolks, Grameen Bank Replication Program, nutrition program in terms of food production.
Department of Education, Culture and Sports – Bureau of Elementary Education	<i>2nd Floor Bonifacio Bldg. Meralco Ave. Pasig City Tel. No. 633-7270/637-4347 Lidinila Santos (Director)</i>	Educational assistance/sponsorship (all children)
Department of Education, Culture and Sports – Human Resources Division	<i>2nd Floor Bonifacio Bldg. Meralco Ave. Pasig City Tel. No. 633-7270/637-4347 Lidinila Santos (Director)</i>	Informal education, nutritional education, and educational assistance/sponsorship (all children)
Department Environment and Natural Resources (DENR)	<i>PENRO-DENR, San Jose Antique Tel. No. 5401-8018 (Island phone) Cecilia S. Gandrosa (Admin. Officer II – GAD Focal Point Officer)</i>	Educational assistance/sponsorship (all children)
Department of Social Welfare and Development (DSWD) – Programs and Special Projects Bureau	<i>Batasan Pambansa Complex, Constitution Hills, Diliman, Quezon City Tel. No. 931-81-44, 931-81-01 loc. 25 Fax No. 951-28-02 Lourdes G. Balanon (Director)</i>	Treatment and identification of domestic violence for women/children survivors, and provision of small business loans to women with entrepreneurial skills.

Name	Address/Telephone no.	Programs/Services
Department of Social Welfare and Development (DSWD)	<i>MH del Pilar St., Molo Iloilo City Tel. No. 336-5425 Fax: 335-0771 Rebecca P. Geamala (SWO II)</i>	Adoption services, counseling, credit facility/small business loans, day care, domestic violence identification/treatment, educational assistance, emergency shelter, food assistance, foster care, foster home care, financial aid, gender sensitivity training, home visitation, hotline service, housing projects for families, informal education, leadership training, legal advocacy, livelihood training, lobbying and networking, managing violent/aggressive behavior, media advocacy campaign, nutrition education/advocacy, organizing, organization management, para-legal counseling, peer counseling, psychological/psychiatric treatment/counseling, referral service, rehabilitation center, residential services (short, medium and long term): medical services, psychological testing, maternal and child care skills development, spiritual enhancement/renewal. Livelihood skills development, social communications skills development, legal services, casework, community participation in skills development, others, including scholarship, transportation and after care services, sexual abuse identification/treatment, sex education and counseling, etc.
Department of Trade and Industry	<i>Tel. Nos. 897-1718/896-1166 Lydia Guevarra</i>	Credit facility/small business to women in the informal sector/engaged in micro-enterprises, and livelihood training for potential women entrepreneurs in rural/urban areas
Gender and Development Inter-Agency Committee	<i>New Capitol, San Jose, Antique Evelyn Mabandog (Provincial Women's Desk Coordinator)</i>	Gender training, lobbying and networking, domestic violence identification/treatment, advocacy on gender awareness, and legal advocacy.
National Commission on the Role of Filipino Women (NCRFW)	<i>1145 JP Laurel St., San Miguel Metro Manila Tel. No. 735-4955 Fax: 735-1654 Emmeline L. Verzosa (Executive Director)</i>	Researches, trainings, networking, advocacy, and publication.
National Nutrition Council	<i>South Super H-way Makati City Tel. Nos. 818-7398/816-4211 Fax: 816-4280 Elsa M. Bayani (Director)</i>	Funding assistance to LGUs for community based nutrition program for malnourished children/mothers, and nutrition education/advocacy.

Name	Address/Telephone no.	Programs/Services
Philippine General Hospital (PGH) – Child Protection Unit	<i>PGH Ward II, PGH, Manila Tel. No. 526-8418 Dr. Bernadette Madrid (Head – Pediatric Division)</i>	Medical assistance, medical services, home visitation, media advocacy campaign, psychiatric/psychological treatment counseling, referral service, sexual abuse (identification treatment), lobbying and networking, and skill training on vocational technical staff.
PNP – Directorate for Police Community Relations (Women and Children’s Concerns Desk)	<i>Camp Crame, EDSA, Cubao Quezon City Tel. Nos. 721-7831/723-401-20 loc. 3526 Ildebrandi N. Ursua (Chief Inspector)</i>	Child protection, and investigation. Law enforcement and processing of cases CEDC WEDC.
PNP – Women and Children’s Desk, ICPO	<i>Iloilo City Police Office Gen. Luna St., Iloilo City Tel. Nos. 337-9931/5089527 SPO4 Erna C. Foerster (OIC, PCRC, WCCS)</i>	Care for caregivers, counseling, domestic violence/identification treatment, donations, emergency shelter, foster care, and foster home care.
Regional Organization of GAD Focal Points ROGEP Secretariat	<i>c/o Social Development Division NEDA-CAR Botanical Garden, Baguio City Dr. Florida Faculo</i>	Gender sensitivity training, life planning, and advocacy.

ACADEMIC INSTITUTIONS OFFERING WOMEN/GENDER STUDIES PROGRAM/COURSES

Name	Address/Telephone no.	Course Offered
Ateneo de Manila University	<i>Loyola Heights, Katipunan Rd. Quezon City Dr. Ma. Christina A. Astorga (Chairperson – Theology Dept.)</i>	
College of Social Work and Community Development (CSWCD) – Dept. of Women’s Studies	<i>University of the Philippines Diliman, Quezon City Tel. No. 920-5301 loc. 5443/929-8438</i>	MA in Women and Development

Name	Address/Telephone no.	Course Offered
Institute of Formation and Religious Studies	<i>Cubao, Quezon City Tel. No. 415-6823/414-1023 Sr. Niceta Vargas, OSA (Academic Dean)</i>	Women's Studies Program. MA in Theology. Women's courses integrated in other degree programs
Miriam College	<i>Katipunan Road, Loyola Heights, Quezon City Tel. No. 927-2421/924-6769 Dr. Patricia Licuanan (President)</i>	Gender Perspectives and Human Development (undergraduate level). Summer Course on Women's Human Rights.
Nursia, St. Scholastica's College	<i>Leon Guinto St., Malate, Manila Tel. No. 522-3551/521-2593/536-2330 E-mail: maryjohn@portalinc.com Sr. Mary John Mananzan, OSB (President)</i>	Trainor's Training for Filipino Women (offered twice a year – February and May), and Inter-cultural Course for Women and Society (offered to Asian Women, course started from September to November).
Philippine Normal University	<i>Taft Ave., Manila Tel. No. 527-0372</i>	Introductory Course to Women's Studies, Certificate Program on Women's Studies.
St. Scholastica's College	<i>Leon Guinto St., Malate, Manila Tel. No. 522-3551/521-2593/536-2330 E-mail: maryjohn@portalinc.com Sr. Mary John Mananzan, OSB (President)</i>	Introduction to Women's Studies, MA in Religious Studies, and Major in Feminist Theology.
University of the Philippines – Diliman Campus	<i>Diliman, Quezon City Tel. Nos. 920-5301 (trunkline) Francisco Nemenzo (President)</i>	Gender and society (undergraduate level, elective course), gender and society (graduate level course), women and gender topics integrated in various social sciences, humanities, and literature subjects. Other colleges like Public Administration, Asian Center, Arts and Literature and College of Home Economics have special topics courses related to women and gender.
University of the Philippines Baguio Campus	<i>Gov. Pack Rd., Baguio City Tel. No. (074) 442-2727</i>	* Gender courses integrated in various subjects
UP Iloilo Campus	<i>Iloilo City Tel. No. (033) 337-0550 Dr. Rose Asong (Chairperson)</i>	* Gender courses integrated in various subjects.
UP Los Baños Campus	<i>UP Los ños, Laguna Tel. No. (049) 536-3604</i>	* Gender courses integrated in various subjects.
Tacloban Campus	<i>6500 Tacloban City Prof. Hernanita Pelillo (Coordinator - Kadayao) Tel. No. (053) 352-5108 Telefax: (053) 325-8789</i>	* Gender courses integrated in various subjects.

Name	Address/Telephone no.	Course Offered
UP Davao Campus	<i>Ladislawa Ave., Davao City Dean Sylvia Conception (Coordinator – GRC Region IX) Tel. No. (082) 221-5573 Telefax: (082) 227-0750</i>	* Gender courses integrated in various subjects.

CENTERS ENGAGED IN WOMEN/GENDER STUDIES, TRAINING, RESEARCH AND EXTENSION WORK

Name	Address/Telephone no.	Programs/Services
Benguet State University Gender Focal Point	<i>Benguet State University, La Trinidad, Benguet, Philippines 2601 Tel. No. (63) (74) 4222401 Fax No. (63) (74) 4222281 E-mail: HYPERLINK mailto:bsugrad@burgos.slu.edu.ph Prof. Edith B. Guitelen (Chairperson)</i>	Research, publication, training and extension work.
Center for Gender and Development	<i>University of Northern Philippines Prof. Ma. Elena Benzon (Director) Tel. No. (077) 722-2810</i>	Training, research and publication.
Center for Gender Studies	<i>Pangasinan State University Dr. Fe Andico (Director) Tel. Nos. (075) 542-6466/542-3290</i>	Training, research and publication.
Gender Program for Rural Development (GPRD)	<i>UP Los Baños Dr. Antonio Contreras (Director) Tel. No. (049) 536-3493/536-3206 e-mail: anpc@mudspring.ipfb.edu.ph</i>	Training extension and advocacy, research and publication, and crisis counseling.
KADAYAO	<i>UPV-Tacloban College 6500 Tacloban City Prof. Hernanita Peliño (Coordinator) Tel. No. (053) 321-1406 Telefax: (053) 325-5108 e-mail: kadayao@mailcity.com</i>	Training packages and lecture pool (basic GST, mainstreaming gender in the curriculum, women's health, sexual harassment, violence against women, feminist theory and criticism, gender issues, gender perspective in literature, gender responsive planning, and women's empowerment), research, monitoring and evaluation, gender resource and data center, advocacy, and networking.

Name	Address/Telephone no.	Programs/Services
KAROMAHAN Gender and Development Resource Center	<i>Central Mindanao University University Town, Musuan 8710 Bukidnon Telefax: (088) 356-1910 Amelia P. Bojo (Coordinator)</i>	Seminars/trainings, data resource collection, theoretical research, curriculum planning
KASARIAN (Gender Studies Program) UP College Baguio (GO)	<i>University of the Philippines College Baguio Gov. Park Road, Baguio City 2600 Dazzie Zapanta (Program Head)</i>	Publication and research center, network and linkages component, in-campus advocacy component, research component, discussion forum component, and training/seminars.
Nursia	<i>Leon Guinto St., Malate, Manila Tel. No. 522-3551/521-2593/536-2330 E-mail: maryjohn@portalinc.com Sr. Mary John Mananzan, OSB (President)</i>	Training, research, and publication.
PAMULINAWEN GAD Resource Center	<i>University of Northern Philippines Ilocos Vigan, Sur Ma. Elena P. Benzon (Coordinator) Telefax: (077) 722-7345</i>	Training packages and lecture pool (basic GST, mainstreaming gender in the curriculum, women's health, sexual harassment, violence against women, feminist theory and criticism, gender issues, gender perspective in literature, gender responsive planning, and women's empowerment), research, monitoring and evaluation, gender resource and data center, advocacy, and networking.
UGSAD GAD Resource Center	<i>UPV-Iloilo Iloilo City Telefax: (033) 509-0980 Dr. Flor Española (Coordinator)</i>	Training, resource pool, information dissemination/data generation, research and program development.
University Center for Women's Studies (UCWS)	<i>Magsaysay cor. Ylanan St., University of the Philippines Diliman, Quezon City Tel. Nos.: 920-53-01 loc. 4931 to 4933 Telefax No: 920-68-80 E-mail: ucws@up.edu.ph Dr. Carolyn I. Sobritchea (Director)</i>	Research and publications, resource collection, training and outreach, networking, counseling, temporary shelter, and referral.
URDUJA GAD Resource Center	<i>Pangasinan State University Lingayen, Pangasinan Telefax: (075) 542-5212 / 542-6467 Fax: (075) 524-8694 e-mail: psu_cw@mozcom.com Dr. Fe Andico (Coordinator)</i>	Training, resource pool, information dissemination/data generation, research and program development
Sidlak GAD Resource Center	<i>UP Cebu College Cebu City Tel. No. (032) 233-4708 Dr. Rhodora Bucoy (Coordinator)</i>	Training, resource pool, information dissemination/data generation, research and program development
Kasambohan GAD Resource Center	<i>Western Mindanao State University Zamboanga City Telefax: (062) 993-0030 Dr. Ederlinda Fernandez (coordinator)</i>	Training, resource pool, information dissemination/data generation, research and program development

Name	Address/Telephone no.	Programs/Services
Women's Studies Center	Western Mindanao State University <i>Zamboanga City</i> <i>Dr. Ederlinda Fernandez (Director)</i> <i>Tel. Nos. (062) 991-3065/991-1771/991-1231</i>	Training, research and consultation, advising gender topics, reading center, preparation of training design, gender analysis of project, public forum, assistance on LGU on gender matters, and referrals VAW victims).
Women's Studies Program	<i>Institute of Philippine Culture – Ateneo de Manila</i> <i>Loyola Heights, Katipunan Rd., QC</i> <i>Jeanne Frances Illo (Coordinator)</i> <i>Tel. No. 426-6001</i>	Research, publication, training on various topics related to women and gender.
Women's Resource Center of Cebu	<i>15 Door C, Jasmine Extension</i> <i>Capital Site, Cebu City</i> <i>Tel. No. (032) 254-4536</i> <i>e-mail: wrccebu@cebu.webling.com</i> <i>Sarah Alforque (Executive Director)</i>	Education and training, organizing, research and information, publication, and direct services (counseling).

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